

# Kentucky Law Enforcement News

MARCH 2004 VOLUME 3 NUMBER 1

I N S I D E I N F O R M A T I O N



## Women and Policing A Good Fit

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**4 Commissioner's Comments****6 In the Know**

Community Assessment and Prevention Program Continues  
 First Citizen Police Academy a Success  
 Second CPA in the Works

**10 Training Operations Division**

What's in a Name?  
 Police Corps Recruitment Begins for 2004  
 Field Instructor Course to Debut This Year  
 DOCJT Bowls for Kids

**14 Special Recognition**

Commissioner Bizzack Receives Leadership Award  
 DOCJT Continues to Present CDP Certificates

**16 Employee Profile**

Gina Smith  
 Stella Plunkett

**20 Appointments**

Lile Joins DOCJT As Director of Police Corps  
 Bailey Named Transportation Secretary

**21 Comings and Goings****Statewide LEN News****22 In the Spotlight**

Lt. Gov. Named Secretary of Justice and Public Safety  
 Justice and Public Safety Cabinet Changes  
 Chaplains Offer Many Benefits to Departments  
 The Role of the Chaplain  
 Chaplain Training Evolves  
 First Responders Meet Needs of Crime Victims  
 First Responders Resources  
 Statewide Drug Control Policy Summit: Kentucky  
 Taking a New Look at an Old Problem  
 Sheriff Rodney L. Coffey  
 Chief Bobby Johnson  
 Chief Michael Ward  
 KLEMF Announces Events for 2004  
 Law Enforcement Organizations Offer Scholarships

**39 Beat News**

State Agency Helps Police, Fire Departments Make Safe Infant  
 Abandonment an Option  
 Two KSP Troopers Receive Commissioner's Commendations  
 KSP Officer Receives Highway Safety Award  
 KSP Administers Surplus Program for Law Enforcement Agencies  
 DOCJT Media Program Wins Awards  
 Walsh, Walker and Ward Receive Governor's Award  
 Trigg County Sheriff's Office  
 KLEN Seeking Sheriff Information  
 Kentucky Gets \$300,000 for Meth Lab Cleanup  
 Shelbyville Dedicates New Station  
 Davis Earns KWLEN Award  
 Statewide Briefs  
 Answering the Call

**48 Promotions — Appointments**

David L. Huber Confirmed as United States Attorney for the  
 Western District of Kentucky  
 New Chiefs of Police Across the Commonwealth

**49 Book Review****Women in Law Enforcement Special Section****50 Women in Law Enforcement**

From Matron to Major  
 Bowling Green Deputy Chief Mari Harris Speaks to Basic Training  
 Graduating Class  
 Female Instructors Bring Diversity to the Classroom  
 A Tale of Two Women  
 Recruiting and Retaining Women  
 KWLEN Focuses on Kentucky's Officers  
 Women in Law Enforcement Resources  
 Campbellsville P.D. Names Woman as 'Officer of the Year'  
 Quotes

**55 Calendar****Legal Information****66 Why Discovery is Important in Criminal Cases****67 Public Safety Officer Benefits Modified by Hometown Heroes Act****68 Reasonable Expectation of Privacy****LEN Technology News****72 LEN Technology News**

Fayette County Can Find 911 Cell-Phone Callers

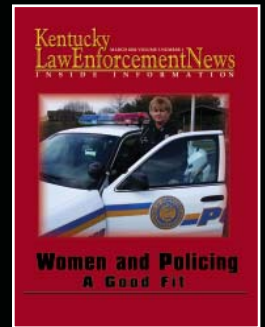
**74 Tech Beat**



*About the Cover*

Detective Patricia Skeens was chosen as the Campbellsville Police Department's Officer of the Year for 2003. Skeens is the only female officer in the department and the first woman to ever be given the agency's top award.

Skeens and women like her are no longer a rarity in police departments across Kentucky. Pioneering females have chipped away at the stereotypical role of female officers, and today women in law enforcement are doing the same work as men.



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The Kentucky Law Enforcement News (KLEN News) staff is in need of dynamic, law enforcement related photos for possible publication in the magazine. We are interested in photos that are representative of all aspects of the law enforcement profession.

We are able to use black-and-white glossy, color prints or digital images. If we choose to use a particular photo in our magazine, appropriate credit will be given to the photographer. Because we cannot accept responsibility for lost or damaged prints, we ask that you send duplicates, not original prints.

KLEN News staff is also able to publish upcoming events and meetings. Please include the event title, name of sponsoring agency, date and location of the event and contact information.

The KLEN News staff invites you to communicate with us via e-mail. Our e-mail address is DOCJT.KLENN@ky.gov. We would like to know your thoughts on contemporary law enforcement issues. Article submissions may vary in length from 500 to 2,000 words. We welcome your comments, questions and suggestions about the magazine. Please include your name, title and agency on all e-mail messages. Also, the magazine is available for viewing on the DOCJT Web page. The DOCJT home page address is <http://docjt.jus.state.ky.us>.

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# Advancing the Kentucky Police Community

## How Leadership at All Levels Narrows the Progress Gap

*John W. Bizzack, Commissioner  
Department of Criminal Justice Training*

Over the past few years, I've been involved in numerous discussions with chiefs and sheriffs about issues of leadership and change. One of the areas often discussed is how law enforcement organizations are slower to evolve in terms of applying modern management principles.

Private sector businesses and organizations learn quickly the necessity of rapid, but effective change. They reshape themselves, shifting and flexing to fit the fast-changing society and marketplace. Of course, survival in the private sector is driven by fierce market competition, so duties and work to be done is constantly realigned. Assignments are often short-lived, and there are several projects going on at the same time. There are downsizing, invariable budget adjustments and restructuring, as well as the need for new alliances to be formed on a regular basis. Ironically, change in the private sector sounds very much like the day-to-day work in law enforcement organizations.

Of course there are many obvious differences between private organizations and law enforcement service. In many ways, the two cannot be compared at all, however, the call for solid leadership and effective change management in both is always at a premium.

Private businesses, as well as the communities law enforcement service, expect more of their workers/officers than ever before. There are more demands, and both want better quality and top-notch service. Speed is essential because people today are much more used to instant everything.

In past times, the most common solution to business and law enforcement problems was just to hire more people to take care of them. But private business and communities cannot afford that approach any more. Instead of simply throwing more people at problems, the modern approach is to throw fewer – doing more, faster and better, with less. This calls for highly committed people and more authentic leadership.

There's no time today for people who mainly put in their time or go through the motions of their work. Today, the private-sector

business and work in the field of law enforcement belongs to the committed, and to those who find ways to recommit quickly when changes reshape their work.



*Commissioner John Bizzack*

Effective organizations and leaders learn to make their groups travel light and cover ground quickly. That necessity requires a decentralized structure that delegates decision-making power. When that happens, excess baggage is eliminated, bureaucratic practices shrink and efficient, productive work begins to surface and becomes more visible.

But no organization can go fast if their employees go slow, so effective leadership operates with a strong sense of urgency – even if it means living with a few ragged edges from time to time. Effective organizations don't bog down in endless preparation trying to get things perfect before a move is made. High quality is crucial, but it must come quickly. Speed cannot be sacrificed. Effective organizations also seek radical breakthroughs – quantum leaps – rather than relying solely on incremental, step-by-step improvements.

Effective organizations and their leaders can't wait for slow adjustment periods for their employees. They can't gear down while people decide whether they are going to get on board – they anticipate a certain level of resistance to any change and work in advance to resolve it. People who help create, instead of resist, the high velocity operation make themselves most valuable to the organization and its leadership.

In 2000, an article appeared in the *FYI*, DOCJT's newsletter for the Kentucky police community at the time. The article talked about subtle, but significant progress throughout the Kentucky law enforcement field that had been built through partnerships with statewide professional associations, client agencies and a close working relationship with members of the General Assembly.

The article went on to say that it seemed that significant advancements in the Kentucky police community only occur about every 30 years for a variety of reasons. Some of those reasons are obvious: generations pass, as do old styles of leadership and practices; new technology; politics; societal values and so on. Historically, it appears that the field of policing changes only because of other external changes, but there seems to be a glitch in that point of view when one examines the kind of changes that have and are taking place in Kentucky policing today.

It is widely believed and stated that since the mid-1990s, Kentucky policing has advanced more than it had in the previous few decades. A careful examination of the advances can be traced and linked to a new style of thinking by not only police leadership at the top of the organization, but police leadership at the bottom and the middle as well.

Not only citizens in our communities, but also the courts, insurance companies and a host of other public safety entities more easily recognize a higher quality law enforcement service today. This may be largely due to the fact that authentic leadership in police service is being witnessed at all levels of policing – not just at the top of the organization. It's not by mistake that it's all happening in a few short years.

New focus and fresh leadership entered the Kentucky police corps at every level. No longer do police agencies wait for people to evolve into leaders. Leadership is now being practiced as an *expected behavior*. New recruits are the best that agencies can hire. Education levels are still increasing as more intensive training is offered on supervision, management and leadership development. There is also a new attitude driven by the many successes the Kentucky police community has had in a short amount of time. Issues that were once considered parochial are now being examined at a statewide level.

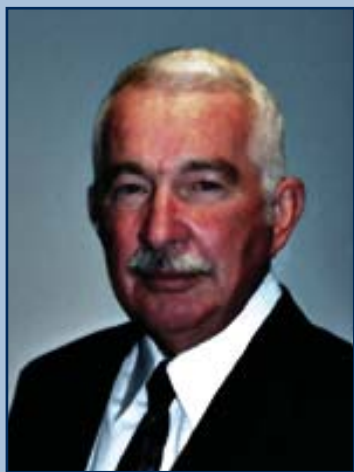
The gap is narrowing between the abilities of the private sector and the law enforcement field to effectively and rapidly change direction in order to provide the best service and product. Kentucky law enforcement has become more modernized and sophisticated because of the entire group of people who now serve in this field, not simply those at the top and not just because of pressures from external changes.

The modernization is not complete. It should never be. There will always be room for forward thinking, flexible, yet no-nonsense leadership in this field at all levels. The cycle of significant advancements in the Kentucky police community only occurring every 30 years has been broken.



## Community Assessment and Prevention Program Continues

*Herb Bowling, Deputy Commissioner  
Department of Criminal Justice Training*



*Herb Bowling*

Lt. Gen. Maxwell Clay Bailey, who developed and implemented the Department of Criminal Justice Training's Community Assessment and Prevention Program, is now the Transportation Cabinet secretary in Governor Fletcher's administration.

The DOCJT will continue to offer the vulnerability program using current employees. During Bailey's tenure at the department, he not only developed a quality program, he also developed a quality corps of trained professionals who can successfully carry on the work dealing with assessment and prevention.

The program will be coordinated in the deputy commissioner's office. Larry Tousignant will be the contact person for future assessments. If you would like to schedule an assessment, or want further information on the program, you may contact Tousignant at [larry.tousignant@ky.gov](mailto:larry.tousignant@ky.gov) or (859) 622-8295.

## First Citizen

### CPA Offers Eye-Opening Experience

*Scott Powell, Editor  
Berea Citizen*



*Scott Powell*

My eyes were opened to the world of law enforcement for the first time in 1989 as a sixth grader at Silver Creek Elementary School in Berea. Once a week, Officer Bill Eckler from the Berea Police Department came to our classroom with a huge smile on his face as part of the first DARE (Drug Abuse Resistance Education) program in Berea.

In a warm, friendly voice, Officer Eckler would explain the dangers of drug abuse, offer us ways to refuse drugs and explain how to handle emergencies. He had our undivided attention, and we had his. He wasn't just there to teach us from the DARE manual, he wanted to be sure we understood the message he was delivering, and he wanted us to know he cared about our well-being.

How a man I had never seen in my life could care so much about keeping me safe was beyond the comprehension of my young mind. As I tried to piece it all together, my fascination with law enforcement began.

When Berea Police Chief Dewayne Brumley pulled me aside and asked if I would be interested in attending the first-ever Greater Madison Area Citizen Police Academy in fall 2003 I could hear opportunity knocking. It would be a great chance to learn more about law enforcement in general, the training that officers experience and the job-related situations they are placed in, often with little notice. As editor of Berea's small, weekly newspaper, The Berea Citizen, it was a chance to better know one of the organizations with which I work most closely. As any small-town newspaper editor can tell you, the police department is a main source for news.

I was nervous on the first night as I approached the room where my fellow attendees had gathered. I wasn't sure what the 12-week experience would be like. My nerves

# Police Academy a Success



JACINTA FELDMAN MANNING/DOCIT

*Patrick Brown and Scott Powell participate in a tactical team maneuver during the citizens police academy.*

soon eased some as I realized I already knew some of my classmates and met some of the course instructors. They weren't the stone-cold, sterile types I had pictured running a law enforcement training center – with small, piercing eyes, loud overbearing voices and no room for a laugh. They were regular people, just like me. The difference was, these folks had dedicated their lives to keeping people like me safe. The fact that law enforcement officials are regular, everyday people with a deep concern for the well-being of their communities was the first thing I learned in the citizen police academy, and that made me realize I would learn a lot more before graduation. I decided to share my experience with the readers of my newspaper through a weekly column, which was well received.

The citizen academy was broken down into a “chapter” a week, giving a condensed look at the many aspects of an officer's job. Media relations, traffic stops, investigations, fingerprinting, domestic violence and self-defense were just a few.

The chapter on media relations had me trading my normal position of journalist for that of police chief of Model City, the fictional community used in training scenarios at the police academy. In a mock press conference, I fielded questions from the Model City press corps on a fictitious hazing incident at a local school. While I don't think I did very well, giving reporters more information than I was supposed to, I did realize the delicate tightrope officers must walk while dealing with the media. Balance comes from giving the community information they need to be safe and informed, while protecting any information vital to the investigation.

Another important lesson learned was the importance of staying safe on the job – a message that was spread through several chapters. While learning traffic stops, we were told it takes two seconds for an officer to respond to an action of the subject involved. This can put the officer at a real disadvantage in dangerous situations, such as a driver with a gun.



JACINTA FELDMAN MANNING/DOCJT

*Gerald McKeehan looks through the Eotech Holosight of an M-4 rifle during the chapter on special response teams. The optical mounting system increases the visibility of the target.*

Officers are trained to anticipate the subject's actions and be prepared for anything. Criminals have no boundaries when breaking the law, but officers have certain parameters in which they must work. Learning to use those parameters to his or her advantage is of utmost importance.

The same applies when investigating the scene of a crime, as when we were sent to investigate a fictitious scenario at the Model City Strip Mall. All we knew was dispatch had received a call stating an officer should check out the real estate office. The area was dark. All was quiet. No lights were on in the office. It was up to us to find out what was going on inside.

We were taught how to use concealment (being hidden from view) and cover (protection from possible shots fired) to our advantage. Also, we were told

blinking your flashlight in areas you need to see is a safer option than leaving it on all the time. If the light stays on, ill-intentioned suspects can more easily locate the officer.

Once inside the office, a blood trail ran across the floor from a side office to a back door. There in the dark I tried to imagine what it would be like to experience this situation in reality, not knowing who or what was waiting around each dark corner, being alone there until back-up arrived.

As one instructor put it, "There are two kinds of people – those who call the police, and those who are the police." I think I'm the type to call the police because my nerves would shatter in a situation like this.

Many of our instructors, who either worked the streets in the past or still do, shared their experiences with us in a candid way. Not only did we hear stories from the job; we also heard of how their career in law enforcement affected them as people.

In journalism you are trained not to get involved in the situations you cover. If you cover a car accident where a single mother of two was killed in a car wreck, the ideal situation is to take the picture, get the information, go home and forget about it – all from a distance. It's not always easy, but the memories of a horrible scene go away after a day or so.

With police officers, their job is to get in the middle of the situation and tend to the lives in danger or get to the bottom of what happened. They too are trained not to take things home with them, but leaving the image of that abused little girl or that murdered elderly man at work is not always easy.

One of the biggest surprises of my citizens police academy experience came during the chapter on drugs and drug abuse. The class opened with a lesson on the



many types and kinds of drugs being sold on the streets today, and the methods used to manufacture, sell and abuse these drugs. Many of my classmates were surprised at how serious the drug problem is.

I was surprised because most of the questions they were asking seemed like common knowledge. That's when I realized I was one of the few people in the class to have graduated from the DARE program.

There is no doubt in my mind that DARE is a vital tool in educating youngsters about the dangers of drug abuse. The lessons Officer Eckler taught me in sixth grade had stuck in my head. If that impression was made on me, I'm positive other students who have completed the program have been affected in the same way. DARE deserves every bit of support it receives and then some.

As the end of the 12 weeks came, I was asked to speak about my experience at our graduation ceremony. It sounded easy enough, but I then realized there was no way to sum up everything I learned and what the experience meant to me in a short speech, just as no one could begin to understand the experience of the law enforcement officer without attending the citizens police academy.

I thought back on the class, and how everyone became such good friends with a common understanding of the importance of law enforcement. I made friends in class who I will never forget, and all who participated shared that feeling. We had all bonded, just as those who serve and protect have a bond between them.

It wasn't something that was necessarily taught in class, but those paying close attention could see how tight that bond was. Law enforcement officials are a part of a brotherhood that works together to keep us all safe.



*Participants in the first-ever Citizen Police Academy included Patrick Brown, Donald Buchanan, Brandon Bullock, Virgil Burnside, Chris Canter, William Chitwood, Earnest "Bud" Cornelison, Cassandra Crouch, Sharon Davis, James Edney, Linda Fortney, Richard Fulton, William Gabbard, Linda Gundros, Betty Houghton, Glenn Jennings, Terri Johnson, Greg Lakes, Connie Lawson, Gerald McKeehan, Scott Powell, Hugh Skidmore, Darlene Snyder, Ronda Taylor, Dallas Todd, Sarah VanDorsten and Jason Whitaker*

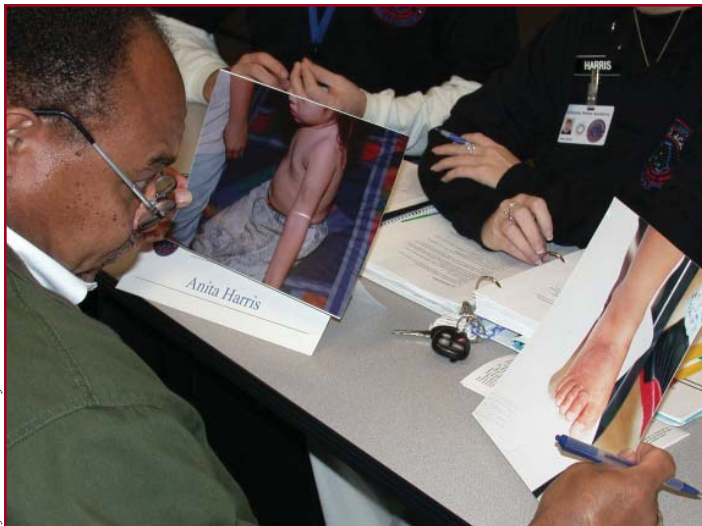
## Second CPA In the Works

### *DOCJT Staff Report*

The Department of Criminal Justice Training, in conjunction with the Richmond and Berea police departments, recently completed its first citizen's police academy. The Greater Madison Area Citizen Police Academy began September 22, ran for 12 weeks and was completed by 27 people.

The academy was hosted at the DOCJT's facilities in Richmond and was coordinated by DOCJT Basic Training Instructor Stella Plunkett, Community Affairs Officer Willard Reardon and Asst. Chief Sam Manley of the Richmond Police Department as well as Chief Dewayne Brumley and Lt. Ken Clark of the Berea Police Department. All three agencies shared in the teaching responsibilities.

Planning is already under way for the next citizen academy, which will begin March 15. For more information on the Greater Madison Area Citizen Police Academy contact Stella Plunkett at [stella.plunkett@ky.gov](mailto:stella.plunkett@ky.gov) or (859) 622-8099.



*Virgil Burnside inspects pictures of abused children while participating in a class exercise.*

# What's In a Name?

Rick Schad, Instructor  
General Studies Section

*The following is a fictional scenario written by DOCJT instructor Rick Schad. The situation illustrates the Hispanic formula for surnames and how they differ from American last names.*

"Unit 124B start toward 124A ... Newtown Pike at Stanton Way reference translation."

"Unit 124B ... clear."

"124B ... at 2357 hours."

Turning onto Stanton Way, I found Officer Jim Beaver out with what appeared to be a Hispanic family at a minor traffic accident. He motioned for me from the rear of his cruiser, "You'll have to sort this one out for me because these folks have me confused."

"What do you have?"

Jim tossed a Mexican driver's license onto his trunk. "This is the vehicle operator, **Pedro Gomez Alonso**," he said.

"Jimmy I can't tell if the license is fake or ..."

"No, no, that's not the problem. Check this out."

He tossed the woman's license onto the trunk and I read aloud, "**Maria Sanchez Gomez**."

"These people claim to be married. Why are their names different?"

A quick discussion with Maria revealed that her maiden name was **Maria Sanchez Ramerez**. I explained to him that **Sanchez** was her father's last name. **Ramerez** is her mom's paternal last name. When she married, she kept her paternal last name, dropped her mother's paternal surname and added her husband's paternal last name. In essence she is a **Sanchez** by blood but now belongs to the **Gomez** family because of marriage.

Jim wore a blank expression. I illustrated the situation for him in my pocket notebook:

Pedro **Gomez** Alonso + Maria **Sanchez** Ramerez =

Maria **Sanchez Gomez** or Maria **Sanchez de Gomez**

"All she has done, Jim, is keep her father's paternal last name and her husband's paternal last name."

Jim frowned, tossed another identification card onto the trunk and said, "Explain this. They say this is their son."

The name on this card read, Fransico Gomez Sanchez.

"Okay, when Fransico was born, his parents had to name him reflecting his paternal blood lines. Remember, **Gomez** was his dad's paternal surname and **Sanchez** was his mom's paternal surname."

"In other words, all maternal last names get dropped?"

"You got it."

"What if they had a daughter?"

"Her last name would be just like Fransico's."

Jim nodded, "I got it now. Thanks."

I keyed up my lapel mike announcing, "Unit 124B ... I'm code three, ma'am."

"Clear Break ..."

The narrative above reveals our Hispanic neighbors' formula for surnames. It is important for Kentucky's law enforcement personnel to understand this formula, yet be aware that other possibilities exist. For example, I spoke with Officer Sandro D'Angelo of the Paducah Police Department in December 2003. Officer D'Angelo explained, "My father is Victor Hugo **Roggero Alejos**. My mother is Iris del Pilar **D'Angelo Alva**. My name when I was a policeman in Peru was Sandro Hugo **Roggero D'Angelo**."

"Well," I nodded, "That follows the format I'm familiar with."

"Yes, but look at this."

Sandro tossed his identification card down onto the table. His name read, Sandro R. D'Angelo.

"You dropped your dad's last name, made it your middle name and are using your mom's paternal surname as your last name?"

"That is correct."

This revelation should make officers cognizant of the different configurations in which we may find Hispanics using their surnames. Keep this in mind during LINK/NCIC checks.



# Police Corps Recruitment Begins for 2004

*Sharon Davis, Administrative Specialist III  
Police Corps*

The Kentucky Police Corps was recognized as one of the top programs in the nation in 2003. Funded through the federal Office of Justice Programs, Police Corps provides scholarships and training to college students entering the police profession.

Kentucky was fortunate to be selected to participate in an assessment prepared for the U.S. Department of Justice by Caliber Associates. The Department of Criminal Justice Training was one of three states where the assessors made an on-site visit. The final report featured Kentucky's Police Corps and was complimentary of its training techniques and programs.

Police Corps provides up to \$15,000 to a student who receives a degree, completes the Police Corps basic training and serves with a law enforcement department for four years. The first Kentucky Police Corps class graduated in 1999 and four officers are to be commended for successfully completing their four years of service on October 1, 2003. The officers are Sgt. Robert Hamilton, Morehead Police Department; Sgt. Paul Headley, Mount Sterling Police Department; Officer William Strunk, Bardstown Police Department; and Dep. Scott Wedding, Daviess County Sheriff's Office.

Police Corps Class 5 graduated 19 cadets on November 14. With their graduation, 76 cadets have graduated from Kentucky Police Corps in five years. PC5 officers will begin serving their communities with the following departments: Covington Police Department, Cynthiana Police Department, Erlanger Police Department, Florence Police Department, Nicholasville Police Department, Oldham County Police Department, Owensboro Police Department, Paris Police Department and Richmond Police Department.



JUSTIN TUCKER/POLICE CORPS 5

*Police Corps 5 cadets pose with a participant of a bike safety program presented to local children.*

The Police Corps staff was very pleased with the progress of PC5. These cadets distinguished themselves by completing 1,305.5 hours of training in 23 weeks, including two weeks in Morelia, Mexico. They qualified 14 cadets for the Fit for Duty award with 10 cadets scoring in the 90<sup>th</sup> percentile and one cadet scoring a 98.2 percent, the highest score ever received by any cadet or basic training recruit at DOCJT. One cadet also received the Cadet of Distinction award, scoring a 98.35 percent.

One of the core training initiatives of the Police Corps is preparing cadets to perform community service beyond their law enforcement duties. Several community programs were undertaken by PC5. These outreach programs were Amigos a Amigos, Bike Safety Day in Corbin, Eddie Eagle Gun Safety Program, Child ID Program and a Fourth of July Community project. The cadets also conducted a playground cleanup and assisted flood victims in Morelia.

The Police Corps staff is in the process of selecting candidates for the class that begins in June. To be selected, a candidate must complete an application packet and undergo a physical fitness test, a suitability screening, a polygraph, a drug screen, a written test, an oral interview, a background investigation and a medical exam. The top-ranked finalists will be matched with a law enforcement agency that will employ them during their four years of service. Chiefs or sheriffs who are interested in being a host agency should contact the director of the Police Corps.

If you or someone you know is interested in the Police Corps Program, please contact the Kentucky Police Corps office at (859) 622-2213, or toll-free at (866) 592-6777, or visit our Web site at [www.kypolicecorps.com](http://www.kypolicecorps.com).



JUSTIN TUCKER/POLICE CORPS 5

*Police Corps Class 5 members Mark Ham and Nathan Rettig assist the Morelia (Mexico) Police Department in cleaning an elementary school yard after a flood.*



# Field Instructor Course to

Jamie Neal  
Public Information Officer

Of the 110 law enforcement officers and telecommunicators who applied to attend an instructor development course at the Department of Criminal Justice Training last year, about half of them were turned down because a limited number of slots was available.

Many of those who requested to take the two-week Law Enforcement Instructor Development course would have benefited from the training, but weren't priority students because they didn't need to be eligible for Kentucky Law Enforcement Council certification, said J.R. Brown, DOCJT Management Section supervisor.

Successfully completing the class qualifies officers to apply for certification, so preference is given to those who need it, such as DOCJT instructors and trainers at the academies in Lexington, Louisville and at the Kentucky State Police. Other officers assigned to conduct training at their agencies do not have to be certified.

This year, the DOCJT is providing a specialized course for officers who need training like that provided in the two-week course, but who aren't required to be KLEC-certified.

The weeklong Field Instructor course will be offered three times this year in Richmond beginning June 28. The capacity is 15 students per class.

"The Field Instructor course was developed to accommodate the training needs of local agencies that wanted to conduct their own in-house specialized training," Brown said. "Most agencies did not need the KLEC certification, but they still wanted a trained instructor to develop professional training courses."

Curriculum for the new course and the old includes instruction in principles of adult learning, determining training needs, preparing course objectives, research methods, developing lesson plans, classroom management skills and evaluation methods.

The Field Instructor course curriculum also includes classroom management and training liability issues.

Students who take the course will be required to conduct a 30-minute class with written objectives and



DOCJT instructor Patti Hamblin watches Ricky Lynn, an officer with the Lexington Police Department, participate in a practical exercise during an instructor development course in December.

a lesson plan that they develop during the course. Their presentation should be student-centered, meaning that it calls for class participation.

The course is designed for new instructors and those who are already training officers at their agencies, but who would like to transition from the traditional lecture method to a student-centered one.

In the Law Enforcement Instructor Development class, students prepare three lesson plans and use the final one to conduct a 50-minute presentation that gets the class involved in the lesson.

Sgt. Kevin Palmer of the Winchester Police Department said he has been an instructor for more than 10 years, with many of them spent in fields other than law enforcement. During that time, he said he has taken several instructor courses.

"This one focused on how to be an effective instructor," Palmer said of the DOCJT's class.

Palmer said he especially gained knowledge about different adult-learning styles by taking the class.

# Debut This Year

## DOCJT Bowls for Kids

*Submitted by Big Brothers Big Sisters of the Bluegrass*

Each year Big Brothers Big Sisters of the Bluegrass holds a fundraising event, Bowl For Kids' Sake. In Madison County the Department of Criminal Justice Training has been very involved in helping BBBS raise funds for their county's program and is one of 65 organizations that participate. The DOCJT raised almost \$1,500, ranking seventh on the top 10 list for Madison County teams.

"Bowl For Kids' Sake is the life-blood of our existence. If it were not for the wonderful community members rallying support for this program, a lot of children would be without positive adult mentors actively engaged in their lives," said Lisa Gay, regional coordinator for the Madison County program.

"Big Brothers Big Sisters is a first class public service organization and we are proud to be associated with them," said Doug Czor, Professional Development branch manager and team organizer for DOCJT. "The department has participated in the bowling event for several years. We recently had six teams participate in the fundraiser, and we hope to continue that involvement."

Big Brothers Big Sisters of the Bluegrass was created to make a positive difference in the lives of children, primarily through a professionally supported one-to-one relationship with a caring adult. BBBS currently serves more than 1,200 children in 14 central Kentucky counties.

"Bigs" mentor their "Littles" an average of three times a month. Emphasis is placed on the time shared, not money spent. Children served by these mentoring relationships are 46 percent less likely to start using drugs, 27 percent less likely to start drinking alcohol and 52 percent less likely to skip a day of school.

BBBS offers orientations for volunteers. Following screening and training, a match is made. After the match is made, a caseworker monitors the relationship to provide assistance, motivation and encouragement.

If you would like more information on Big Brothers Big Sisters programs, contact Lisa Gay at (859) 624-2318 or (800) 201-8797 or [lgay@bbbs-bluegrass.org](mailto:lgay@bbbs-bluegrass.org).

The two-week course will be offered one more time this year. It will be held from September 13 to 24 in Louisville.

The instructor development course as it is today began in 2002. Prior to that, the DOCJT had a Techniques for Police Instructors class, which the agency started in 1986. In that course, students were taught a lecture-based method for instructing, while now they learn to involve the class in the lessons.

"Everything is focused now within the entire two-week course on adult, student-centered learning," DOCJT instructor Cindy Hale said.

DOCJT staff members learned about the student-centered teaching approach while visiting with the Royal Canadian Mounted Police in 1997, Brown said.

In 1998, the DOCJT and the Jefferson County Police Department's training academy developed a 40-hour Facilitator Transition course designed for instructors who were already KLEC-certified. The objective was to transition them from the instructor-centered to the student-centered teaching method, Brown said.

However, the DOCJT was still offering the old Techniques for Police Instructors course that taught the instructor-centered method.

"It had become evident that we needed to develop a new course," Brown said.

In May 2002, DOCJT Commissioner John W. Bizzack and executive staff directed a committee of agency staff to combine the courses.

During the committee's work, it met with focus groups of DOCJT instructors, who said the class needed to include more practical application than lecture, Brown said.

Students in the present Law Enforcement Instructor Development course now spend more hands-on time, he said.

"They leave here better skilled in the ability to conduct a class," Brown said.

For more information about instructor courses, contact J.R. Brown at [jamesr.brown@ky.gov](mailto:jamesr.brown@ky.gov) or (859) 622-6591.

# Commissioner Bizzack Receives Leadership Award

*Carolyn Schaefer, Procedures Development Coordinator  
Deputy Commissioner's Office*

Department of Criminal Justice Training Commissioner John W. Bizzack received an award in December that recognizes outstanding leadership in government, excellence as a role model, exceptional level of service to the public and performance beyond the call of duty. The Kentucky Society of Certified Public Managers presented Bizzack with the first-ever Gene Childress Leadership Award at its election and awards luncheon at the Berry Hill Mansion in Frankfort.

Childress was the first executive director of the Governmental Services Center. During his tenure at the center, he earned a reputation for being a great motivator and giving employees an opportunity to excel. He was a visionary and exemplified a desire for excellence. In creating this award, the organization decided that these are the qualities that should be reflected in its recipients.

In presenting the award, J.R. Brown, past-president of the KSCPM, introduced Bizzack as a "lifelong public servant, educator, author, scholar, businessman, visionary and most of all a leader." Brown said Bizzack's support of his employees' involvement in the CPM program is exemplified by the fact that 21 of the agency's employees are certified public managers and more than 50 additional employees are enrolled in the program.



*Pamela Wood, 2003 president of the Kentucky Society of Certified Public Managers, Commissioner Bizzack, Gene Childress, and Larry Totten, president of the American Academy of Certified Public Managers, pose after the presentation.*

Commissioner Bizzack has led the DOCJT since July 1996. Since then the organization has grown from 60 employees to almost 200. With this growth, its facilities have expanded from two buildings to seven. The DOCJT was the first training academy in the nation to earn the Commission on Accreditation for Law Enforcement Agencies' Public Safety Training Academy Accreditation and is recognized as one of the top law enforcement training agencies in the nation.

One of Bizzack's favorite statements is "leadership is a behavior, not a position." KSCPM chose Bizzack for this award because he truly models that statement and exemplifies the role of a leader.

JACINTA FELDMAN MANNING/DOCJT



# DOCJT Continues to Present CDP Certificates

## DOCJT Staff Report

The Kentucky Law Enforcement Council continues to present career development certificates to officers and telecommunicators across the state.

The Career Development Program is a voluntary program that awards specialty certificates based upon an individual's education, training and experience as a peace officer or telecommunicator. There are a total of 14 professional certificates, nine for law enforcement and five for telecommunications. The variety of certificates allows a person to individualize his or her course of study, just as someone would if pursuing a specific degree in college.



*James Frakes*

One certificate was presented for the first time last quarter.

**James Frakes**, Paris Police Department, was the first officer to earn the Law Enforcement Investigator Certificate. This certificate is specifically aimed at law enforcement investigators. It requires Peace Officer Professional Standards certification and at least 200 hours of professional development training, including the

80 hour Basic Investigator's Course plus an additional 120 hours in other investigative courses. Required years of experience vary depending upon the amount of education and training completed. Frakes is a captain with 24 years of law enforcement experience. He began his career as a deputy with the Bourbon County Sheriff's Office, where he worked for two years. He then spent five years as a lieutenant with the Bourbon County Detention Center before going to the Paris Police Department. He has served in many of the agency's units, including crimes against children, accident investigation, criminal investigation, crime scene and photo and I.D. He moved into a management position with the agency in May 2002. Frakes also earned an Intermediate Law Enforcement Officer Certificate.

The Kentucky Law Enforcement Council would also like to congratulate and recognize the following individuals for earning career development certificates. Each has demonstrated a personal and professional commitment to their training, education and experience as a law enforcement officer or telecommunicator.

**William Averdick**, Kenton County Sheriff's Office, Law Enforcement Manager

**Thomas Bailey**, Murray Police Department, Intermediate and Advanced Law Enforcement Officer

**George Bills**, Paris Police Department, Intermediate Law Enforcement Officer

**Kenneth Claud**, Murray Police Department, Law Enforcement Executive

**William Craig**, Eddyville Police Department, Law Enforcement Chief Executive

**Barry Dill**, Russellville Police Department, Law Enforcement Supervisor

**Vicki French**, Pendleton County Dispatch, Basic Telecommunicator  
**Chetallen Gentry**, Alcoholic Beverage Control, Intermediate Law Enforcement Officer

**Tim Gray**, Paris Police Department, Law Enforcement Supervisor

**Dee Dee Green**, Georgetown-Scott County 911, Basic Telecommunicator

**Kimberly Henderson**, Georgetown-Scott County 911, Basic Telecommunicator

**David Howe**, Murray Police Department, Intermediate Law Enforcement Officer

**Ronald Hughes**, Trigg County Sheriff's Office, Intermediate Law Enforcement Officer

**Thomas Kathman**, Florence Police Department, Law Enforcement Chief Executive

**Michael Kendall**, Paris Police Department, Law Enforcement Manager

**Jeffery Lizer**, Paris Police Department, Intermediate Law Enforcement Officer

**Allen Love**, Versailles Police Department, Law Enforcement Executive and Chief Executive

**James Pendergraff**, Russellville Police Department, Law Enforcement Chief Executive

**Charles Peoples**, Pendleton County Sheriff's Office, Intermediate Law Enforcement Officer

**Ann Phelps**, Russellville Police Department, Intermediate Law Enforcement Officer

**Craig Phillips**, Russellville Police Department, Intermediate Law Enforcement Officer

**James Primm**, Paris Police Department, Intermediate Law Enforcement Officer

**Harry Purdy**, Versailles Police Department, Law Enforcement Supervisor and Law Enforcement Executive

**Gary Raymer**, Russellville Police Department, Intermediate Law Enforcement Officer

**Stephen Robinson**, Murray Police Department, Intermediate Law Enforcement Officer

**Kendra Smith**, Murray Police Department, Law Enforcement Officer Investigator

**Sicerea Snowden**, Georgetown-Scott County 911, Basic Telecommunicator

**Damian Stanton**, Kenton County Sheriff's Office, Law Enforcement Manager

**Thomas Szurlinski**, Florence Police Department, Law Enforcement Executive

**David Tobergate**, Northern Kentucky University Police Department, Intermediate and Advanced Law Enforcement Officer

**Hugh Turner**, Scott County Sheriff's Office, Intermediate and Advanced Law Enforcement Officer

The following profiles were conducted by Carolyn Schaefer.



# GINA SMITH

Gina Smith is from Barbourville, where she excelled in high school basketball, cross-country and track. She always possessed a strong desire to enter law enforcement, but with a family steeped in the field of education, she graduated from Union College with a Bachelor of Science and master's degree in education. After two years of teaching in the Perry County school system and coaching the girls' basketball team, she decided to make a career change.

In 1991 she was hired by Eastern Kentucky University police and graduated from DOCJT in Basic Training Class 207. She knew immediately that this was the career she wanted. After two years at EKV, she joined the Lexington Police Department. Once again, she attended Basic Training, graduating in Class 225 and from the Lexington Police Academy. At that time, Lexington had a policy that every new hire would attend basic at DOCJT and their own academy. During the 10 years spent at Lexington, she worked patrol, FTO, mounted patrol, was a member of the Lexington Police Honor Guard and taught every subject at the training academy. She also coordinated basic recruit classes and taught in-service for veteran officers.

While at Lexington, Smith always enjoyed defense tactics and physical training, so in April 2003, she joined the Physical Training staff at DOCJT. She holds certification in defensive tactics, firearms, driving/vehicle operations, intro to law enforcement, CPR, first aid, patrol procedures and physical fitness.

"Gina Smith is an outstanding addition to the physical training staff and our agency as a whole," said Frank Kubala, her supervisor. "I have known Gina for over 10 years, and she is one of the most professional people I have ever worked with. She is a very skilled instructor not only

in the area of fitness and defensive tactics, but also in many other areas. Gina has a very diverse background in law enforcement and is in great physical shape, making her an excellent role model for the basic police recruits."

**While teaching defensive tactics, you do a "red-man suit" exercise. Could you explain this exercise? How is this experience effective in preparing an officer for street patrol?**

The experience helps recruit officers pull together everything that they have learned in "static" defensive tactics training and apply it to more dynamic situations. I always like to emphasize to the recruits to be tactically safe with everyone they encounter whether it be a man, woman or teenager, regardless of how large or small they might be because the subject could still be a threat. Our goal is to expose the recruit officer to many different situations that they might encounter on the street and teach them how to defend themselves and go home safely every night.

**How important is it for an officer to be physically fit?**

It is extremely important for an officer to be physically fit. Policing today demands that an officer be more fit than ever before. Fitness is recognized as an integral component of survival and in the use of force training. The combination of aerobic (cardio/respiratory) and anaerobic (strength) conditioning not only enhances a person's ability to control a subject and survive, but contributes to long-term health. A fit officer will use less force, think more clearly, sustain fewer inju-



ries, project a better public image, deal with stress more effectively, have increased productivity and be in overall better health. I think fitness should be maintained throughout an individual's career, not just during the initial training phase. Policing requires a readiness to respond physically at any moment or at any stage of an officer's career. I assisted with the annual fitness testing and monitoring process with the Lexington Police Department, and I could see a direct relationship between officers who regularly worked out and their productivity, fewer injuries and general wellness.

### What kind of regimen do you have to stay as physically fit as you are?

I personally try to keep a balance between many activities, and I cross train a lot. I strength train/weight train five days a week, run six days a week, swim and bike two days a week, play in a women's independent basketball league, hike and mountain bike (weather permitting) and just about any other sport that the season allows. I also enjoy participating in road races, triathlons and multi-sport events. My schedule may be a little extreme for some officers who do not enjoy sports as much as I do, however, even a less intense regular fitness program will certainly build general fitness and wellness. I think it is very important for trainees and incumbents alike to maintain a certain level of fitness that would enable them to perform optimally when the situation arises and to sustain a better quality of life.

### Is there any specific incident in your career when you had to call upon your strength and physical fitness to protect yourself or others?

Anytime you are in a foot pursuit and then physically detain an active aggressor, your muscular and cardiovascular endurance comes into play. At a moment's notice, you may go from an idle state to one of confrontation. As your heart rate goes up, if you are in good condition, you will respond at your optimum, both mentally and physically. Those out of shape will not think as clearly and may use more force than necessary.



ANDREA BROWN/DOCJT



JAMIE NEAL/DOCJT



JAMIE NEAL/DOCJT

### What has been the most rewarding aspect of working in law enforcement?

Law enforcement has been a very rewarding career for me. While on patrol, I gained great satisfaction in helping the public, and the nature of the profession allowed a variety of situations as a challenge each day. The most rewarding for me overall, however, has been the years that I have worked with recruit officers either in the academy setting or on the street as a field training officer. I really enjoy seeing the recruit develop and become a trained, confident and professional police officer. I always try to remember when I was in their shoes and everything was new. Finally, it is always very rewarding to realize the lifetime friends and "family" that you acquire with fellow officers when you work in law enforcement.





# STELLA PLUNKETT

*Stella Plunkett was born in Nashville, Tennessee, but settled in Winchester during her junior-high school days. After graduating from high school, she went to work at the Lexington Army Depot. It was during this time she realized she wanted to pursue a career in law enforcement.*

*In 1973 she was among 400 applicants vying for a position with the Lexington Police Department. Plunkett became one of the first five women hired for street patrol, and worked patrol for 18 years. She also served as a field training officer and was the first female to work prostitution detail. She retired from Lexington Police Department with more than 25 years of service. Plunkett joined the staff at the Department of Criminal Justice Training as a Basic Training instructor in April 1999.*

*"Stella has a professional and caring attitude with the students that allows her to get the best from the classes she coordinates and instructs," said Patrick Miller, supervisor of the Evaluation Section. "I receive a large number of evaluations that identify Plunkett as someone these students feel they can approach with any questions and concerns they have. On the other hand, she also expects the students to follow the rules and regulations of the academy throughout their training experience."*

*Plunkett has attended Eastern Kentucky University and the University of Kentucky and is currently working toward a criminal justice degree. She lives in Winchester and has two sons.*

**As a female rookie in 1973, how were you accepted in the male-dominated force?**

Women on patrol was a new concept. Women had always worked inside the bureau and not on the street. I was very fortunate in my squad to have officers who accepted me. I think part of it was that I respected their positions and knowledge. Many were Vietnam veterans. They had all earned their positions, and I knew that I needed to earn my place with them.

**You have worked extensively with the Crimes Against Children Unit, and you were the first police officer in Fayette County to receive the "Friend of Children Award." Can you describe this experience?**

I loved my job in the Crimes Against Children Unit. As an investigator, you have to remain objective throughout the investigation because you not only owe it to the alleged victim but also to the accused. These cases affect everyone in the family and can change their lives forever. The most rewarding part for me was knowing that because of a case I made, that child did not have to go back into a situation to be abused over and over again. I also have had

the pleasure of seeing some of these children since I have retired, and just seeing them smile is reward enough for me.

**You were a coordinator for DOCJT's first citizen police academy. Would you explain this program and its benefits?**

The purpose of the citizen police academy is to create a partnership between law enforcement and the community through education and understanding. DOCJT developed a partnership with the Richmond and Berea police departments to create the Greater Madison Area Citizens Police Academy.

The citizens are provided the opportunity to participate in actual "hands-on" training, including scenarios and classroom instruction. Some of the areas of training include vehicle operations, traffic stops, firearms, defensive tactics, DUI enforcement, criminal investigations, building searches, challenge course and drug investigations. It is an excellent opportunity for the participants to interact with law enforcement personnel. The citizens gain a greater appreciation for the challenges facing today's law enforcement officers. At the same time, officers receive input from citizens.

I am very grateful to the Department of Criminal Justice Training in allowing me the opportunity to implement this program and also to the instructors and administrative specialists who gave up their Monday nights to make this project a success. It takes a team effort to succeed, and we certainly have that at DOCJT.



ANDREA BROWN/DOCJT

**How did you feel when you were chosen by DOCJT as Basic Training's Instructor of the Year for 2003?**

I was very honored but also humbled because I can name many people at this agency who work late and take on additional assignments who are deserving of this award. This is an honor that you don't really get on your own; your co-workers' hard work and dedication are instrumental to your own success.

**Oakie Greer, a retired Lexington police officer and a DOCJT supervisor has worked with Stella for many years. He had this to say about Stella.**

Stella Plunkett entered police work when it was still considered a man's field, so she really was one of the pioneers for women in law enforcement. Stella has always been a hard worker, dedicated to law enforcement, eager to learn and has always had a desire to put the bad guys behind bars. Whether it was patrol work, drug interdiction or as a crimes against children detective, Stella always excelled. Working the Lexington drug interdiction unit, I think she still has one of the largest cocaine seizures ever in Lexington. As a detective in the Family Abuse Section, she was instrumental in the passage of Kentucky's first stalking laws. She testified before several legislative committees and worked tirelessly on a number of task forces aimed at the prevention of child abuse. As a Crimes Against Children detective, her conviction rates were always among the highest in the department. Stella and I have worked together for nearly 30 years. I have always admired her dedication and determination. She is a treasured friend and co-worker.



ANDREA BROWN/DOCJT

# Lile Joins DOCJT As Director of Police Corps

*DOCJT Staff Report*



*John Lile*

John B. Lile is the new director of the Kentucky Police Corps at the Department of Criminal Justice Training. He started January 5.

Lile is originally from Central City in Muhlenberg County, and now lives in Frankfort. He received a bachelor's degree in law enforcement from Eastern Kentucky University in 1974 and his master's degree in Public Adminis-

tration from Kentucky State University in 1985.

He began his 28-year law enforcement career in 1975 with the Kentucky State Police, where he was assigned to the Pikeville Post. He has held several command positions during his career with KSP, ranging from academy

instructor, commander of public affairs, commander of the Dry Ridge and Frankfort posts, commander of the Professional Standards Branch and, Information Services Branch and West Operations Branch Commander. He also served as director of services, Administration and Operations divisions, as well as deputy commissioner of Governmental Affairs. In October 2003, he was appointed deputy secretary of the Justice Cabinet. During his career, he has worked extensively with interim committees in both houses of the General Assembly.

Lile is a graduate of the Secret Service Dignitary Protection School and National Crime Prevention course. He is also a 2001 graduate of Leadership Kentucky. In 1982 he was instrumental in organizing the first formal training for newly elected sheriffs in Kentucky. He was also a member of the original committee in 1996 that developed the framework for the Peace Officers Professional Standards legislation.

## Bailey Named Transportation Secretary

*Justice and Public Safety Cabinet Staff Report*



*M. Clay Bailey*

Governor Ernie Fletcher named Lt. Gen. Maxwell Clay Bailey secretary of Transportation. Bailey, a retired three-star general from the Air Force, worked for the Department of Criminal Justice Training where he developed a program to assist the law enforcement community with homeland security.

"I am honored to receive this appointment from Governor Fletcher," said Lt. Gen. Bailey. "Now is the time to refocus the Transportation Cabinet so that it provides the best possible services for every Kentuckian, and I look forward to utilizing my experience and leadership skills in providing strong direction for this important cabinet."

Lt. Gen. Bailey is a native of Johnson County where he graduated from Paintsville High School. Before joining the

Department of Criminal Justice Training, Bailey headed the Air Force Component of U.S. Special Operations Command, where he commanded approximately 12,500 active duty, Reserve, Air National Guard and civilian members. He also commanded a squadron, a tactical airlift wing, a special operations wing and tactical airlift forces at several locations on the Arabian Peninsula during Operation Desert Shield and Operation Desert Storm. Bailey is a graduate of the United States Air Force Academy and lives in Paris with his wife Joyce.

"It is a great honor to have a proven leader like Lt. Gen. Bailey fill this important cabinet position," Governor Fletcher said. "I am proud to have this three-star general bring his talents and experience to our administration. I believe we can make tremendous strides towards improving the Transportation Cabinet's efficiency and effectiveness, and Lt. Gen. Bailey will provide the leadership to make those necessary changes."



# Comings and Goings

## *New Employees*

**Judy Hager** began work on 12/16/03 as part-time Clerk III in the Facilities Section. She will be working at the front desk at Thompson Residence Hall. She is from Irvine and is attending Eastern Kentucky University.

**Natalie Marinaro** began work on 12/16/03 as Instructor I in the Investigations Section. She comes to DOCJT from Lexington Police Department. Her last assignment was in robbery-homicide.

**John Lile** began work on 01/05/04 as the Director of Police Corps for DOCJT. He was Deputy Secretary in the Justice Cabinet.

## *Retirements*

**Harold Mason** retired from his position as Purchasing Officer II on 10/31/03. He started work at DOCJT in 1987.

## *Transfers*

**Paul Underwood** transferred to the Attorney General's office effective 1/31/04. He was an LEN Instructor I in the DUI Section.

## *Goings*

**Stephanie Bingham** resigned from her position as General Counsel on 11/14/03.

**Robin Cooper** resigned from his position as Homeland Defense Rural Specialist on 11/30/03.

**Maxwell Clay Bailey** resigned from his position as Special Projects Coordinator on 12/08/03 in order to accept the position of Secretary of the Transportation Cabinet.

**Natalie Whitaker Bussell** completed her temporary assignment as Administrative Specialist II in the Supply Section on 12/05/03.

**Stacy McClanahan** resigned from her position as Clerk II with Police Corps on 1/07/04 in order to continue her education.



## Lt. Gov. Named Secretary of Justice and Public Safety Administration Focuses on Reducing Drug Use in Kentucky



*Lt. Gov. Stephen B. Pence*

Gov. Ernie Fletcher named his Lieutenant Governor, Stephen B. Pence, to lead one of the state's largest cabinets. Lt. Gov. Pence's role as secretary of the Justice and Public Safety Cabinet clearly demonstrates the commitment of this new administration to criminal justice issues. While Lt. Gov. Pence has said many times that it's an honor for him to serve in both of those capacities, he is also truly honored to serve as the acting commissioner of the Kentucky State Police.

Lt. Gov. Pence is the former U.S. attorney for the Western District of Kentucky.

He graduated from Eastern Kentucky University with a Bachelor of Science in 1976 and an M.B.A. degree in 1978 and the University of Kentucky College of Law in 1981.

Lt. Gov. Pence previously worked as the assistant Attorney General of Kentucky from 1981 to 1982. In the early 1990s, he was a lead attorney in BOPROT, the investigation to uncover and eliminate corruption in state government. He was formerly a partner with the Pedley, Zielke, Gordinier and Pence law firm from 1995 to 2001. In 1995, Lt. Gov. Pence received the Kentucky Bar Association's "Outstanding Lawyer" award.

### **How has your background as a U.S. Attorney prepared you to deal with issues in the Kentucky criminal justice system?**

I'm familiar with most law enforcement issues. Obviously the main part of justice deals with law enforcement and people involved with law enforcement, whether it's at the investigative stage, the detention stage or the punishment stage. Those are all issues that I've dealt with my entire career as U.S. attorney. Although the federal government has its own investigators with the FBI and the DEA, all of those overlap with what the state does, and, in fact, that overlaps with what the city and county investigators are doing.

### **You've been involved in the prosecution of several drug cases. What do you think Kentucky and law enforcement agencies must do to reduce or eliminate the drug problems experienced in Kentucky?**

On the front end, I think we have to do a better job at education. As I said and testified at the Judiciary Committee, we need to teach history to our kids on what lies out there for them if they use drugs

or get involved with drugs. That history being that it is a loser's game. We're going to have to do a better job if we're going to have demand reduction. We want to show kids that going down that path is a dead end for them, and that they will regret it. At the same time you've got to have opportunity out there for them and show them through history, people who reach out and take advantage of the opportunities that are out there and don't use drugs, look what they can do. I think it's a big task. We saw one of the biggest demand reductions and decline in the use of drugs when Nancy Reagan started the program Just Say No. That was a simple, straightforward message that gave personal responsibility to kids. I think we need to get back to some simple and unmixed message about drug use, and that is it's a loser's game.

### **In Governor Fletcher's State of the Commonwealth Address, he touched on this administration's statewide drug control policy initiative, which you will be overseeing. How will the initiative work?**

The initiative will be led by a steering committee. The steering committee is made up of someone from the Justice and Public Safety Cabinet, the Education Cabinet and the Health and Human Services Cabinet. The committee will determine the procedures that are going to be used in trying to get everyone that has an interest in this subject involved, and get them to buy into the process. There is going to be a law enforcement component that's going to reach out significantly to the Attorney General, the U.S. Attorney, Commonwealth attorneys, the courts and be far reaching to all law enforcement — sheriffs, jailers and corrections people. There is going to be an education component that's going to reach out, of course, to the schools and to faith-based groups and community groups that are willing to get the word out regarding our message of drug use. Then there has to be an outreach to all drug use treatment facilities because our goal is to take many of these drug users and get them into treatment rather than incarceration. That is our goal. I think that is going to be about a 20-week assessment period.

### **How will this initiative differ from those taken in the past?**

We really have not had a statewide assessment of the drug problem or a statewide assessment of our assets to fight our drug problem. We will combine those assessments with the governor's vision for dealing with this drug problem. That is education, law enforcement and treatment. I emphasize the "and treatment" part of it because you really have to overlay them all together to come up with a comprehensive policy. We've really not done that on a statewide basis. We've dealt with and seen the problem anecdotally in various communities, and we've seen law enforcement responding to that in these multiple task forces we see spread across the state, but we've yet to say, OK, statewide, what do we have available to us and how would that interface with the governor's vision on dealing with the drug problem. That's what is going to happen with this assessment.

### **What benefits will Kentucky see from this modern, systemic approach to the issue of illegal drugs?**

We would like to see more people in treatment and less recidivism. On the front end, hopefully, we'll have a demand reduction and less diversion of illegal drugs. That's the goal.

### **How do you think the reorganization of the Justice and Public Safety Cabinet will benefit the state and the criminal justice system?**

Hopefully, we'll recognize some efficiencies by eliminating some duplication of services. We're not completely finished with this. The main reorganization has been accomplished in terms of what departments are with which cabinet, but the fine-tuning of the departments and the functions that are going on in the departments are still ongoing. Hopefully we can continue to recognize some more efficiencies and ensure that we don't duplicate work.

### **What do you see as major issues facing law enforcement in Kentucky?**

There are short-term issues and there are long-term issues. In the short term, one of the issues we're addressing is the KSP Toxicology lab and the backlog there because that is affecting the prosecutors, which affects the courts and the entire judicial system. So, in the short term we're addressing that. Long-term, there are a couple of things. Substantively, on the issue of law enforcement, we are changing how we are going to approach the drug issue in Kentucky. That's going to take a pretty large assessment, which we're undergoing right now. It's going to take a lot of cooperation, and we're going to have to be able to operate from several different platforms – those have to include education, demand reduction and investigating the drug diversion. It's going to require us to keep up the pressure in law enforcement, which I think we're doing a very good job. But I think on the tail end of it is where we are really going to have to move deliberately, but wisely, in terms of the drug courts, treatment and how we're going to treat drug cases.

### **As U.S. Attorney, you created the Anti-Terrorism Task Force in Kentucky. What do you think law enforcement's role is in the fight against terrorism?**

I believe the number one role law enforcement plays, or can play, in the fight against terrorism is the sharing of information. That's the one thing that I tried to accomplish when I was U.S. Attorney in the Anti-Terrorism Task Force, of which KSP was a very important part, and that is that you have information sharing and flowing both ways – the federal is sharing information with the state and with the locals and that the locals and the state are sharing information with the federal. There needs to be a free flow of information. My goal was to take the Anti-Terrorism Task Force and get residual benefits from it. If law enforcement is doing a good job sharing and communicating information on terrorism, you can build on that and say, OK, now we'll duplicate that and share information regarding drug activity, money laundering, the illegal guns trade or whatever it is that is of particular interest to a law enforcement agency. Hopefully we'll continue to build on that.

### **Kentucky law enforcement has made strides in becoming a more galvanized community. What will you do to continue this trend among the agencies?**

I think we've got some of the absolute best in law enforcement, and we have to give them an incentive to stay with us and be motivated to stay with us. That requires good pay, good working conditions and it involves training. I'm working right now to see that we get the best training that we can get and hopefully we'll get additional pay from that, too.

### **Does this administration have any plans to restructure the Kentucky Law Enforcement Foundation Program Fund? How?**

We do. I have submitted some proposals for the restructuring of KLEFPF that I think will enhance law enforcement and will accomplish some of the goals we want to accomplish. It will also help us with our budget problems at the same time. I've tried to present it as a win-win-win all the way around, but the governor will have the last say on that.

### **What benefits do you see in creating a singular, centralized center for training all public safety personnel in Kentucky?**

You have consistent training, that is number one. You have everybody trained to a standard, and we've got a great training facility, the best in the nation, there in Richmond. I think having standardized training is very important. I talked earlier about sharing of information and communication, having everyone trained at the same standard, at the same facility and with the same people lends itself to a greater camaraderie, which will lend itself to a greater sharing of information. That's what we would like to see accomplished, and it avoids the duplication of a lot of services.

### **What do you want to accomplish during your administration in the areas of law enforcement and criminal justice?**

I want to continue having our law enforcement be considered second to none, and they are right now. I think we've got great law enforcement personnel. I would like to see a positive effect on the drug problem. If we accomplish nothing else, I think we have to address that issue. At the same time, there are a lot of other issues out there that we have to address with corrections and overcrowding and the budget, but in terms of law enforcement personnel I would like to see them maintain their stature and I think they will. In terms of substantive programs, I would like to see us reach the accomplishments on the drug problem.

### **Do you see the need for any specific changes in Kentucky's criminal justice system? If so, what?**

I think there might be some minor things where we can reach better efficiencies by not duplicating services that are happening now between departments, but other than what's been done so far I don't see any major restructuring.

*This interview was conducted by Jacinta Feldman Manning*





*Gambill*



*Rees*



*Howard*



*Miller*



*Brewer*

## Justice and Public Safety Cabinet Changes New Leadership Appointed

### *Justice and Public Safety Cabinet Staff Report*

On December 23, Governor Ernie Fletcher signed an executive order authorizing the reorganization of state government. The executive order puts into effect the primary modifications proposed by the Governor's Blue Ribbon Commission on Governmental Organization and Efficiency. The signing of this order signals the initial implementation phase of reorganization, a merger and formation of various cabinets within the Executive Branch.

Now the Justice and Public Safety Cabinet, formerly the Justice Cabinet, not only maintains its primary agencies, but will also expand its responsibilities to include Motor Vehicle Enforcement and the Kentucky Agency for Substance Abuse Policy (KY-ASAP).

Governor Ernie Fletcher named two veteran attorneys to lead the cabinet.

Lt. Gov. Steve Pence was named secretary of the Justice and Public Safety Cabinet. Pence is the former U.S. Attorney for the Western District of Kentucky. He graduated from Eastern Kentucky University with a Bachelor of Science in 1976 and an M.B.A. degree in 1978. He received his Juris Doctorate in 1981 from the University of Kentucky.

"When I announced Steve Pence as my running mate back in April, I made a promise to Kentucky that he would be a working lieutenant governor," Fletcher said. "That is why I have appointed him to lead our Justice Cabinet and our fight against crime and illegal drug use. Steve is a man of integrity who will provide the leadership to get things done and move Kentucky forward. He is a tremendous asset to this administration and will bring with him a great deal of experience as I know he will work tirelessly to fulfill both of these important roles."

Governor Fletcher named C. Cleveland "Cleve" Gambill the cabinet's deputy secretary. Gambill has 13 years experience as an Assistant U.S. Attorney in both the Western and Eastern Districts of Kentucky. Between 1983 and 1984 he served as chief of litigation in the Surface and Mining Division of the U.S. Department of the Interior and has spent the past 12 years serving as U.S. Magistrate-Judge for the Western District of Kentucky. He also served in the United States Army between 1969 and 1972, where he was a special agent in the Pentagon Counterintelligence Force. Gambill holds a bachelor's degree from Transylvania University, a master's degree in

Public Administration from George Washington University and a law degree from Duke University.

When the reorganization is complete, the Division of Motor Vehicle Enforcement will be moved from the Kentucky Transportation Cabinet and will become a stand-alone department at Justice and Public Safety. KY-ASAP is being transferred from the Governor's Office.

The two newly added agencies expand the scope of the Justice and Public Safety Cabinet and will be instrumental in Lt. Governor Pence's focus on reducing illegal drug activity and enhancing treatment options and alternatives to incarceration.

The remaining agencies of the Justice and Public Safety Cabinet are the Department of Corrections, Department of Juvenile Justice, Department of Criminal Justice Training, Department of State Police, Parole Board, Division of the State Medical Examiner, Kentucky State Corrections Commission, Commission on Correction and Community Service, Kentucky Criminal Justice Council and the Internal Investigations Branch.

The governor also appointed three other people, each with wide-ranging experiences in his field, to leadership positions in the cabinet.

John Rees was appointed commissioner of the Department of Corrections on January 13. Most recently, Rees was self-employed as a consultant providing services for corrections and criminal justice administration.

In 1969 Rees began his career in corrections at the Kentucky State Reformatory as an assistant casework supervisor. Three years later, he was promoted to the position of director of the Division of Special Institutions with the former Kentucky Bureau of Corrections. He served in several capacities within the Kentucky corrections system until 1976, when he left the state to work for the Oklahoma Department of Corrections. He returned to Kentucky in 1980 to become warden of the Kentucky State Reformatory, a position he held for six years. From 1986 to 1998, Rees worked for Corrections Corporation of America, a private correctional management firm. He managed facilities in New Mexico, Texas, Louisiana and Tennessee before becoming vice president of business development.

Rees received a bachelor's degree in Sociology and Political Science from the University of Kentucky and a master's degree in Criminology and Correctional Administration from Florida State University.

Rees has maintained professional memberships with state and national correctional associations. In 2003 he was named a Certified Corrections Executive by the American Correctional Association. In addition he has taught corrections programs at several universities, the National Institute of Corrections and the National Institute of Justice.

Greg Howard will be named the first commissioner of the Department of Vehicle Enforcement once the transfer is completed. He is already serving as division director.

Howard's experience includes a career in law enforcement and work in the private sector as the assistant director of special projects for Lockmasters Security Institute in Nicholasville. He retired as a captain of the Lexington-Fayette Urban County Division of Police in 1996 and moved on to the Justice Cabinet's Department of Criminal Justice Training in Richmond. From 1996 to 2003, Howard served in several capacities at DOCJT including law enforcement instructor, basic training supervisor, and director of both Training Support and Training Operations divisions.

Howard received a bachelor's degree in Criminal Justice/Police Administration in 1990 and a master's degree in Loss Prevention and Security in 2003, both from Eastern Kentucky University. He also received specialized training from the FBI National Academy in Quantico, Virginia.

Howard is the executive director of the Kentucky Law Enforcement Memorial Foundation and maintains professional memberships with state and national law enforcement associations. He has received numerous awards and recognitions throughout his career.

Former United States Attorney Mark Miller was named Kentucky State Police commissioner. He began the position March 1. Miller, who served as United States Attorney from September 2003 to December 2003, had previously served as chief of the

United States Attorney's Criminal Division for the Western District of Kentucky from November 2001 to September 2003 and was Assistant United States Attorney from September 1990 to November 2001.

In addition to his service with the United State's Attorney's Office, Miller also serves as a Major in the Judge Advocate General's Corp, 139<sup>th</sup> LSO and is commander of a team of Judge Advocates responsible for providing legal services, training and representation to the members of the 81<sup>st</sup> Reserve Support Command in seven states.

Miller received his Bachelor of Arts Degree in Psychology from the University of Louisville in May 1979 and his Juris Doctor Degree from the University of Louisville School of Law in May 1984. He has also earned numerous honors including co-chairman of Criminal Section of the Louisville Bar Association in 1990 and president of the Kentucky Academy of Justice in 1994.

Lt. Colonel Rodney W. Brewer was named the acting deputy commissioner of the Department of State Police. He has been with the agency since 1979.

Prior to his current assignment, he served as director of the Police Services Division that encompasses patrol and investigative functions, narcotics, special investigations, intelligence, special operations, cannabis suppression and aircraft.

Lt. Colonel Brewer was promoted to his current rank in 2000 and placed in charge of the Office of Strategic Planning. He received a bachelor's degree in Police Administration in 1979 and a master's degree in Criminal Justice in 1993, both from the University of Louisville. He is a 1990 graduate of the Southern Police Institute Administrative Officer's Course.

He is the 1999 recipient of the LECC Wendell Ford Law Enforcement Leadership Award.

## Justice and Public Safety Cabinet Personnel

Department of Corrections	John Rees, commissioner
Department of Juvenile Justice	Ron Bishop, commissioner
Department of Criminal Justice Training	John W. Bizzack, commissioner
Department of State Police	Mark Miller, commissioner Lt. Col. Rodney Brewer, acting deputy commissioner
Parole Board	John Coy, chair Keith Hardison, executive director
Division of the State Medical Examiner	Tracey Corey, chief medical examiner Joe Grantham, division director
Kentucky State Corrections Commission	DOC Dep. Commissioner Hazel Combs, chair
Commission on Correction and Community Service	Lt. Gov. Stephen Pence, chair
Kentucky Criminal Justice Council	John Powell, acting executive director
Internal Investigations Branch	Shannon Scott, branch manager
Department of Vehicle Enforcement	Greg Howard, commissioner
Kentucky Agency for Substance Abuse Policy (KY-ASAP)	David G. Mawn, acting executive director

## Chaplains Offer Many Benefits to Departments

Allison Harrison, Administrative Specialist III  
Staff Services & Planning

*“No one is confronted with more situations that demoralize and create emotional, mental and spiritual burdens than today’s law enforcement officer. These burdens also affect the officer’s family and other members of his or her department. Law enforcement agencies need the specialized guidance, counseling and assistance that police chaplains can provide.” — International Conference of Police Chaplains.*

Law enforcement chaplains take many forms. Often they are clergy with a passionate interest in law enforcement and those affected by the criminal justice system. Other police chaplains are sworn members of the police department who may or may not have a ministerial background.

For example, the Lexington Police Department requires their chaplain to have three years experience at their department and be an ordained minister. Nicholasville Police Department’s chaplain is an ordained minister with no formal law enforcement training, while other departments’ chaplains are full-time law enforcement officers who have completed special training.

Nicholasville Police Chief Barry Waldrop said their chaplain, Jim Harrison, is used in many different situations. He offers counseling services to officers, is present to help with traumatic events in which the department may be involved and has helped to develop a safe house for people in need of shelter. He’s also involved in many other humanitarian efforts that affect the community, such as helping to provide Christmas gifts for needy children.

“I can’t say enough for what Jim does for the community of Nicholasville through our police department,” Waldrop said.

Chaplains, whether they are sworn, non-sworn, ordained or non-ordained, are becoming more of an advocate for issues facing law enforcement personnel. Oftentimes they act as a counselor for members of their own department, while at the same time acting as a mediator between law enforcement personnel and the community they serve.

**According to the 2003 DOCJT Comprehensive survey, 93 departments reported having some type of law enforcement chaplain program.**

23 departments reported using a sworn, ordained chaplain

7 departments reported using a sworn, non-ordained chaplain

57 departments reported using a non-sworn, ordained chaplain

6 departments reported using a non-sworn, non-ordained chaplain

Owensboro Police Department was one of the 16 departments that reported being in the developmental stages in their chaplain program. They have developed a departmental policy on a chaplain program and are in the process of moving forward to implement the program, Chief John Kazlauskas said. Owensboro Officer Paul Gatewood is enrolled to receive chaplain training and will be working with local clergy who have expressed a desire to become involved with the chaplain program.

“We believe a chaplains program will be most beneficial and provide our members and their families emotional support in times of crisis,” Chief Kazlauskas said.

According to the Federal Bureau of Investigation’s 2002 Uniform Crime Report, 56 officers were feloniously slain in the line of duty, 77 were accidentally killed during official duties and 58,000 were assaulted. The realization of the danger and stress of a law enforcement career can be very overwhelming even to the most seasoned officer.

Chaplains can also help build a bridge between the police department and the community. Too often law enforcement officers have what can be described as the “us versus them” mentality, according to Jim Harrison, an 11-year veteran of police chaplain work who currently serves the Nicholasville Police Department. Harrison was in the military and retired from a career in the private sector. After his retirement he went to seminary and was recognized by the Southern Baptist Association’s North American Mission Board.

Chaplains can help departments realize that they can be a good department while also having a good working relationship with the community. Harrison said that officers often believe that they can’t let their guard down because the community will see them as inefficient.

“Officers carry a lot of emotional baggage with them. It can be difficult for them to talk to their spouse, or even fellow officers about their stress levels and other concerns,” Harrison said. “Having an objective and confidential chaplain available can help the officer let the pressure out.”

Harrison, a registered police chaplain with the International Conference of Police Chaplains (ICPC), has helped several



Kentucky departments start their own chaplain programs. According to Harrison, the department's administration must support the program to ensure its survival.

The ICPC recommends departments use a confidential survey to assess its officers stress levels and emotional needs. This can be extremely beneficial because administrators are often unaware of the needs of the members of their department; few employees want their boss to know their job is a main stressor.

One of the biggest hurdles in developing an effective chaplain program is getting the officers to realize that using a chaplain is not a sign of weakness. That's why informal gatherings, like department dinners and other social occasions, can be useful tools for chaplains. It can take a long time to develop a strong rapport with members of a department, but once chaplains have a department's trust and confidence, the job goes much smoother, Harrison said.

Stress is just one area where law enforcement chaplains can help their departments. According to a 1995 FBI report, suicide and divorce rates of peace officers are two to three times higher than the national average. It is imperative that chaplains, if they are not sworn officers, have a clear understanding of law enforcement officers. Through training, chaplains become familiar with issues such as confidentiality, death notifications, police stress, suicide, critical incident response, safety issues, post-

shooting syndrome, legal liability, burnout, ethics and substance abuse.

John Welsh, Lexington Police Department chaplain, describes his job as being great work, but frustrating at times. He not only is a certified law enforcement officer, he's also an ordained minister. Chaplain Welsh started his professional career as a minister, but became interested in law enforcement after befriendng a Kentucky State Police trooper.

Welsh has been Lexington's chaplain since 1996 and includes as his duties ministering to officers, visiting sick or injured members of the department and performing wedding and funeral ceremonies for department members and their families.

Because of the high stress level of those involved in the law enforcement profession, he has a special interest in police suicide research. Chaplain Welsh also teaches police ethics and post-shooting trauma in Lexington's training academy.

After visiting the World Trade Center site shortly after the September 11 attacks and meeting the people affected by those events, he has spoken locally more than 50 times about his experiences there.

"It's important for people to know there is a human side to policing and the stress levels can be very high," Welsh said.

Having a chaplain program shows officers that their agency cares about their needs. "The benefits of chaplains programs are great," Chaplain Welsh said. "Officers know someone is there specifically for them."

# The Role of the Chaplain

*Jerry Huffman, Instructor  
Incident Command Tactical Response Section*

How would you respond if people told you that the way their community chooses police officers is to pick the most disliked individuals? According to Sgt. Darryl Payne of the London Metropolitan Police Department, that is exactly how it was done in the early days of law enforcement in England.

Police agencies have come a long way in the selection process of officers. They would like to think that officers are better equipped and more professional than ever before. But even with all the changes, there still exists the human side of policing. There will always be a human behind the badge.

Today police agencies are taking more of an interest in the person behind the badge. The police chaplain has stepped into a role that can be of tremendous benefit to any police agency. The chaplain is available to function as a counselor. Sometimes just having someone to listen can be of value to the officer. After being in an officer-involved shooting, a lieutenant with the Columbus (Ohio) Police Department said, "I would have given anything I own to have had a chaplain available to me after that shooting. Just to have the reassurance that I did my job and to know that someone stood with me."

There are times when a chaplain can be a liaison within the agency and to community groups. Being available for weddings and funerals is a service that benefits officers. In the event of an officer's death, a chaplain may organize and plan the arrangements for the service if necessary.

The rapport, training and skills of chaplains are conducive to situations such as death notifications, critical incidents, whether crime related or natural disasters, in which the chaplain can be present to calm citizens or counsel officers.

Chaplains can also develop programs for officers and their families, organize parties and special events and be available for other assignments. Some chaplains provide training such as orientation for new officers and their families, training officers on stress-related issues and training family members on the effects of law enforcement.

Perhaps the most important role that chaplains have is their presence. The fact that an agency has a chaplain tells officers that they are more than a replaceable piece of equipment. If officers need someone with whom to speak, someone to help with a personal matter, then that agency has taken steps to keep them equipped and prepared for every event in their life.

# Chaplain Training Evolves

*Jim McKinney, Instructor  
Investigations Section*

Law enforcement chaplains in Kentucky range from volunteers to full-time, paid employees of the agencies they serve. Chaplains across the Commonwealth represent diverse backgrounds, different religious affiliations and various levels of training and education. One characteristic that chaplains in Kentucky have in common is a sense of professionalism when it comes to training.

In 1995 the Department of Criminal Justice Training recognized the need for formal training for law enforcement chaplains and offered a two-and-a-half day seminar for them. When this program began, the Kentucky Law Enforcement Council did not certify the training. The training was high quality and targeted areas where chaplains had traditionally needed training. However, participants did not receive certificates. Since the training was not certified by the KLEC, chaplains were not held to a strict attendance requirement and no written test was required. In 1996 the Chaplain's Seminar adopted the two-day format.

In 2001 chaplains were given the option to continue with non-certified training or modify the program to include eight-hour training days, written tests and KLEC-approved training objectives. The chaplains agreed that certified training would be advantageous to both the participants and their respective agencies, and they were willing to commit the extra time and effort to receive certified training.

In August 2003 participants attending the Chaplain's Seminar were asked to participate in an exercise to help identify training areas that would be beneficial for the chaplains and the agencies they served. During the exercise, the participants struggled with the limitations of the two-day format. Some training areas needed more time, and participants began to ask if a three-day course was a possibility. At the end of the exercise the participating chaplains had again revised the scope of their training by suggesting specific training areas and increasing the annual training from two days to three.

The chaplains identified a number of training topics that have been a part of the Chaplain's Seminar since its inception. Training topics such as death notifications, stress, ethics, the role of the law enforcement chaplain, responding to critical incidents, weddings, funerals and confidentiality have long been a part of the training offered. Other topics identified by the chaplains included chaplain safety, defensive tactics, verbal judo, understanding police radio traffic, domestic violence and drugs.

This partial list of topics illustrates that the interests and needs of law enforcement chaplains are expansive. A challenge the 2003 participants faced in this exercise was the need to be specific when identifying a training area. The chaplains were asked to narrow their focus and identify specific drug-related issues that could be covered in a reasonable amount of time. The emphasis was placed on issues that would be beneficial to chaplains to help them do their jobs. Effective training objectives should be job related, and it is critical that a clear nexus exist between material presented in class and the job-related tasks participants will be expected to accomplish.

As a result of their input, the 2004 Chaplain's Seminar will include eight hours of training entitled Recognition of Drugs that Impair. This block of instruction deals with the effects of specific drugs on the human body and provides information on what to look for if drug impairment is suspected. The block will be taught by one of Kentucky's certified drug recognition experts.

Issues related to chaplain safety are equally broad. Training provided by the DOCJT is not designed to prepare chaplains to become a backup for officers who respond to calls and happen to have a chaplain with them in a ride-along program. The training is designed to help law enforcement chaplains be more aware of safety-related issues and to think tactically for their own safety. In 2004 DOCJT will conduct the first eight-hour block of instruction on chaplain self-defense and chaplain safety. This block will emphasize disengagement and evasion techniques to help chaplains defend themselves if needed. The self-defense training is open to all participants regardless of physical condition, and they will be allowed to participate at their own speed. In the event chaplains are unable to be an active participant, they will be permitted to attend the training and observe the techniques. The last eight hours of the Chaplain's Seminar will include material on the effects of stress, officer (and chaplain) burnout and stress management.

Chaplains in Kentucky not only demonstrate professionalism by attending annual training, but go beyond this standard by taking an active role in developing future training. Chaplains are often leaders in their own communities and in their respective ministries throughout the state. Coupled with this ability to lead is a willingness to serve. The longstanding mandate of policing is to protect and serve, and chaplains, in their own way, share that vision.

# First Responders Meet Needs of Crime Victims

U.S. Department of Justice  
Office of Justice Programs, Office for Victims of Crime

Anyone can be victimized by crime, but people who have a disability can be more vulnerable to victimization than others. People with a mental impairment can be less able to recognize and avoid danger, and people with a physical impairment may not be able to protect themselves or escape harm. Furthermore, victims of crime who have a disability can be less able to contact law enforcement and, without disability accommodations, help in the investigation of their victimization.

One in five people in the United States has a mental or physical impairment, and the disability is severe for half of this population. These disabilities come in many forms, but all affect either a person's mental functioning, such as the ability to reason and exercise good judgment, or a person's physical abilities, such as the ability to see and hear.

Numerous research studies indicate that the risk of criminal victimization for people with a disability is much higher than for people without disabilities. In addition, people who have a disability are often victimized repeatedly by the same perpetrators. Yet, most of the issues that confront victims who have a disability are issues that affect all crime victims.

The way victims cope depends largely on their experience following the crime. Law enforcement officers are usually the first official to interact with victims. For this reason, they are in a unique position to help victims cope with the trauma of the crime and restore a sense of security and control over their lives.

The circumstances of a crime dictate when and how responding officers are able to first address victims and their needs. Officers may have to juggle many other tasks, such as securing the crime scene, determining and calling for emergency medical services, advising other public safety personnel on their arrival, collecting evidence, and interviewing witnesses at the scene. Apprehending offenders is the law enforcement officer's primary duty and, as a result, first responders may not be able to tend to victims as quickly as they would like.

As soon as the responding officer's most urgent tasks have been completed, however, attention can be directed to crime victims and their needs. At that point, how you approach victims, explain your competing law enforcement responsibilities and work with victims is crucial to their recovery. Always remember that you are there for each victim. Crime victims are not just witnesses.

By responding to victims appropriately and compassionately, the law enforcement officer is also more likely to gain their trust and cooperation. As a consequence, victims are more willing to provide detailed information about the crime to the officer and later to investigators and prosecutors, which, in turn, leads to the conviction of more criminals.

Finally, although most issues that crime victims who have a disability confront are concerns that affect crime victims in general, there are still important differences in how to approach and help victims with a disability.

## Crime Victims Who Have Alzheimer's Disease

Alzheimer's disease breaks down the connections between nerve cells in the brain. Outward signs of the disease may not be apparent in a person until the disease reaches its advanced stages. Initially, Alzheimer's causes one to forget recent events or familiar tasks. Eventually, people with the disease are unable to care for themselves. Although the disease can occur during a person's 30s, 40s and 50s, most people with Alzheimer's disease are older than 65. Ten percent of people over age 65 and nearly 50 percent of those over 85 have the disease. The vast majority of these people live in the community, not a care-giving facility. Thus, as the elderly are the fastest growing U.S. age group, the number of people with Alzheimer's disease is increasing, as is the likelihood that officers will encounter victims who have this disability.

### Tips on Responding to Crime Victims Who Have Alzheimer's Disease

- Approach victims from the front and establish and maintain eye contact (when you know in advance that the victim has Alzheimer's disease). Introduce yourself as a law enforcement officer and explain that you have come to help. Due to their impaired short-term memory, victims may repeatedly ask who you are. Thus, officers may need to introduce themselves several times.
- Ask for identification if you suspect that victims have Alzheimer's disease. In addition, look for a Safe Return bracelet, necklace, lapel pin, key chain or label inside their clothing collar. Safe Return identification provides the first name of a person bearing this ID, indicates that he or she has a memory impairment and gives the 24-hour, toll-free number for the Alzheimer's Association's Safe Return Program.
- Remove victims from crowds and other noisy environments as this can cause restlessness, pacing, agitation and panic in people with Alzheimer's. Also, turn off your car's flashing lights and lower the volume on your radio.
- Give simple, step-by-step instructions and, whenever possible, a single instruction. For example, "Please sit here. I'll take care of everything." Avoid multiple, complex or wordy instructions, such as: "Please sit here. Don't get up or go anywhere, and wait for me to come back."
- Ask one question at a time. "Yes" and "no" questions are better than questions that require victims to think or recall a sequence of events. Be prepared for answers that are confusing and keep changing. If victims' words are unintelligible, ask them to point, gesture or otherwise physically communicate their answer.
- Do not leave victims alone; they may wander away.

## Crime Victims Who Have Mental Illness

Mental illness encompasses a number of distinct brain disorders such as manic-depressive illness, schizophrenia, major depression and severe anxiety that disrupt a person's mood balance, thought processes, memory, sensory input, feelings and ability to reason and relate to others.



Mental illness should not be confused with mental retardation. People with mental illness are usually of normal intelligence, but may have difficulty functioning at normal levels due to their illness.

Symptoms of mental illness vary from individual to individual depending on the type and severity of the disorder. Many symptoms are not readily observable from outward appearances but are noticeable in conversation. Although the first responder cannot be expected to recognize specific types of mental illness, the following symptoms are indicative that a victim may have mental illness: accelerated speaking or hyperactivity; delusions and paranoia; hallucinations, such as hearing voices or seeing, feeling or smelling imaginary things; depression; inappropriate emotional responses, such as silliness or laughter at serious moments; unintelligible conversation; loss of memory, such as the inability to remember the day or year; catatonia, which is characterized by a marked lack of movement, activity or expression; unfounded anxiety, panic, or fright and confusion.

#### **Tips on Responding to Crime Victims Who Have Mental Illness**

- Approach victims in a calm, nonthreatening and reassuring manner. Victims may be overwhelmed by delusions, paranoia or hallucinations and may feel threatened by you or afraid of you. Introduce yourself personally by name first, then your rank and agency. Make victims feel they are in control of the situation.
- Determine whether victims have a family member, guardian or mental health service provider who helps them with daily living. Contact that person immediately.
- Conduct your interview in a setting free of people or distractions upsetting to victims. If possible, only one officer should interview victims.
- Keep your interview simple and brief. Be friendly and patient and offer encouragement when speaking to victims. Understand that rational discussion may not be possible on some or all topics.
- Be aware that victims experiencing delusions, paranoia or hallucinations may still be able to accurately provide information outside their false system of thoughts, including details related to their victimization and informed consent to medical treatment and forensic exams.
- Back off and allow victims time to calm down before intervening if they are acting excitedly or dangerously and there is no immediate threat to anyone's safety. Outbursts are usually of short duration.
- Understand that hallucinations are frighteningly real to victims. Never try to convince victims that their hallucinations do not exist. Rather, reassure victims that the hallucinations will not harm them and may disappear as their stress lessens.
- Acknowledge paranoia and delusions by empathizing with victims' feelings, but neither agree nor agitate victims by disagreeing with their statements. For example, if victims state that someone wants to harm them, reply with: "I can see that you're afraid. What can I do to make you feel safer?" Recognize also that victims who state that others are trying to harm them may be the victims of stalking or other crimes.

#### **Crime Victims Who Have Mental Retardation**

Mental retardation is an impairment affecting the brain and its ability to process information. People with mental retardation have difficulty learning and are below average in intelligence. They have problems with memory and judgment and in their abilities to reason, focus and understand. Approximately three out of 100 people have mental retardation. But people with mental retardation appear to represent much more than 3 percent of crime victims because they also appear to be at higher risk for victimization than people without disabilities.

There is often no way for the first responder to know that a crime victim has mental retardation. People with the disability can vary widely in their capabilities and skills. If you suspect this impairment, proceed as though the victim has mental retardation. In doing this, you can ensure effective communication and know that you have done your best to respond appropriately to the victim's needs.

#### **Tips on Responding to Crime Victims Who Have Mental Retardation**

- Introduce yourself first as a law enforcement officer, followed by your agency and name. People with mental retardation have been taught that law enforcement officers are their friends and are people they can trust and who will keep them safe.
- Do not assume that victims are incapable of understanding or communicating with you. Most people who have mental retardation live independently or semi-independently in the community, so a fairly normal conversation is possible.
- Create a safe atmosphere, limit distractions and establish a trusting rapport with victims before interviewing them.
- Be mindful of the issue of a victim's competency to give or withhold consent to medical treatment and forensic exams, notification of next of kin and other services, but do not assume victims are incompetent.
- Ask victims if there is anyone they would like you to call to be with them during your interview. But remember, family members, service providers and others can have a vested interest in the interview. They could be the offenders or try to protect the offenders.
- Use open-ended questions or statements that cannot be answered with a "yes" or "no," such as "Tell me what happened." Let victims lead the interview as they disclose information.
- Help victims understand your questions by giving them points of reference. For example, ask "What color was the man's hair?" rather than "What did the man look like?" and "Did the fight start before or after lunch?" instead of "When did the fight start?"
- Repeat the last phrase of victims' responses in question form to help them stay focused during your interview and to transition victims through a sequence of events. For example, ask, "He hit you?" "You fell down?" and "You tried to run?"
- Keep questions that require victims to do much reasoning or that can confuse victims to a minimum. Examples of types of questions to avoid include the following: "Why do you think she did this to you?" "Do you have any idea what was going on?" or "What made you do that?"

### **Crime Victims Who Are Blind or Visually Impaired**

The ability to see exists along a wide continuum from sighted to partially sighted to blind. Although it is rare for a person to be completely blind, that is, with no vision, legal blindness and visual impairments affect an estimated 15 million people in the United States. Seventy percent of people with blindness or severe visual impairment are age 65 or older. Thus, it is anticipated that the number of people with this disability will increase substantially during the next 20 or 30 years as baby boomers enter their elderly years.

#### **Tips on Responding to Crime Victims Who Are Blind or Visually Impaired**

- Introduce yourself immediately as a law enforcement officer when you approach victims and have others who are present introduce themselves, including children. These introductions let the victim know who is present and where they are situated, and also help the victim recognize voices during subsequent interviews. In addition, mention if there is a dog, cat or other pet present to protect victims from tripping over the animals or being startled by them.
- Tell victims your name, badge number and the telephone number of your dispatcher when responding to victims who are alone, and support them in verifying your identity.
- Identify the person(s) to whom you are speaking when conversing in a group because it may not be apparent to victims.
- Avoid lapses of conversation in your interview without informing victims why you are silent. For example, tell victims that you are writing. Also, express attentiveness, concern and compassion through your voice and choice of words because victims cannot see your facial expressions or body language to know if you are listening to them and interested.
- Offer to fill out forms and read aloud written information for victims. Explain what printed materials you are providing and make those materials available — as is legally required, with few exceptions, by ADA and Section 504 — in alternative format, including large print, audiotope, computer diskette and Braille on request.
- Never pet guide dogs without permission. There is a special relationship between people who are blind and their dogs; the dogs are working animals that must not be distracted.

### **Crime Victims Who Are Deaf or Hard of Hearing**

The term “deaf” is used in reference to people who are unable to hear or understand oral communication with or without the aid of amplification devices. “Hard of hearing” refers to people with a hearing loss severe enough to necessitate their use of amplification devices to hear oral communication. Whether deaf or hard of hearing, crime victims with this disability are capable of cooperating fully with responding officers. To effectively meet victims’ needs, however, first responders should determine and honor as early as possible the method by which victims wish to communicate.

#### **Tips on Responding to Crime Victims Who Are Deaf or Hard of Hearing**

- If victims do not notice you, signal your presence to them by waving your hand or gently touching them on the arm or shoulder, so as not to startle them.
- Determine how victims desire to communicate by initially communicating through writing in situations where victims are unable to hear you, they do not speech or lip-read and a sign language interpreter is not present.
- Never use a child to communicate with adult victims.
- Be careful not to assume that because victims are wearing hearing aids they can hear or understand you. The degree and type of a person’s hearing loss may render hearing aids of limited assistance with the tones of speech.
- Avoid shouting or speaking very slowly to make yourself heard and understood. This distorts your speech, lip movements and facial expressions, which can make you seem upset.
- When interviewing victims who are hard of hearing or victims who are deaf and desire to communicate by speech or lip-reading, select a location free of distractions, interference, and, especially for those victims who are hard of hearing, any background noise.
- Face victims so your eyes and mouth are clearly visible. Be careful not to block your mouth with your hands or speak while looking away from victims or looking down at your notes.
- If necessary, talk slightly louder than usual but never shout. Extremely loud tones are not transmitted as well as normal tones by hearing aids and shouting distorts lip movements.
- Honor victims’ request for a sign language interpreter as is legally required —with few exceptions— by ADA and Section 504. The national Registry of Interpreters for the Deaf, at (703) 838-0030, has affiliate chapters in all 50 states that can help you locate an interpreter.
- When communicating through an interpreter, remember the interpreter is present solely to transmit information back and forth between the responding officer and victims, not to explain information or give opinions.

*Information for this article was taken from the handbook, *First Response to Victims of Crime Who Have a Disability*, prepared by the National Sheriffs’ Association under grant number 97-VF-GX-0002, awarded by the Office for Victims of Crime, Office of Justice Programs, U.S. Department of Justice. <http://www.ojp.usdoj.gov/>*

# First Responders Resources

### **Alzheimer's Disease**

#### **Alzheimer's Association**

(800) 272-3900; (312) 335-8882, TTY  
[www.alz.org](http://www.alz.org)

#### **Alzheimer's Association's Safe Return Program**

Crisis Line: (800) 572-1122; (314) 647-5959, TTY  
Nonemergency Line: (888) 572-8566; (888) 500-5759, TTY  
[www.alz.org/ResourceCenter/Programs/SafeReturns.htm](http://www.alz.org/ResourceCenter/Programs/SafeReturns.htm)

#### **Americans with Disabilities Act of 1990 and Section 504 of the Rehabilitation Act of 1973**

Americans with Disabilities Act Information Line  
(800) 514-0301; (800) 514-0383, TTY  
[www.usdoj.gov/crt/ada/adahom1.htm](http://www.usdoj.gov/crt/ada/adahom1.htm)

#### **Office of Justice Programs**

U.S. Department of Justice  
(202) 307-0690; (202) 307-2027, TTY

### **Blindness or Visual Impairment**

#### **American Council of the Blind**

(800) 424-8666  
[www.acb.org](http://www.acb.org)

#### **American Foundation for the Blind**

(800) 232-5463; (212) 502-7662, TTY  
[www.afb.org](http://www.afb.org)

### **Deafness or Hard of Hearing**

#### **National Association of the Deaf**

(301) 587-1788; (301) 587-1789, TTY  
[www.nad.org](http://www.nad.org)

#### **National Institute on Deafness and Other Communication Disorders**

(800) 241-1044; (800) 241-1055, TTY  
[www.nidcd.nih.gov](http://www.nidcd.nih.gov)

#### **Registry of Interpreters for the Deaf**

(703) 838-0030; (703) 838-0459, TTY  
[www.rid.org](http://www.rid.org)

### **Mental Illness**

#### **National Alliance for the Mentally Ill**

(800) 950-6264; (703) 516-7227, TTY  
[www.nami.org](http://www.nami.org)

#### **National Depressive and Manic-Depressive Association**

(800) 826-3632  
[www.ndmda.org](http://www.ndmda.org)

#### **Treatment Advocacy Center**

(703) 294-6001  
[www.psychlaws.org](http://www.psychlaws.org)

### **Mental Retardation**

#### **American Association on Mental Retardation**

(800) 424-3688  
[www.aamr.org](http://www.aamr.org)

#### **National Down Syndrome Congress**

(800) 232-6372  
[www.ndsccenter.org](http://www.ndsccenter.org)

#### **The ARC of the United States**

(800) 433-5255  
[www.thearc.org](http://www.thearc.org)



# Statewide Drug Control Policy Summit: Kentucky Taking a New Look at an Old Problem

*Jamie Neal*  
*Public Information Officer*

State, federal and local officials in the areas of drug prevention-education, treatment and law enforcement are at work on the first-ever collaborative assessment of substance abuse in Kentucky.

The evaluation, which many state and federal officials say is unmatched in Kentucky as a progressive, comprehensive examination of the Commonwealth's drug issues, is the most expansive step along the path to developing a statewide drug-control policy.

Officials are assessing substance abuse in three broad areas: drug prevention-education, treatment and law enforcement. They have each been assigned to panels with the same headings, based on their area of expertise.

Since February, the assessors have been providing information about the drug-control efforts in their fields, including their accomplishments and the challenges they face, and reviewing data about substance abuse in Kentucky.

The group has assigned delegates to conduct 16 public forums across the state during the 20-week assessment to get input about drug issues from the state's citizens and local leaders in the three fields being evaluated. They have thus far held forums in northern Kentucky.

Governor Ernie Fletcher called for the assessment as part of the Statewide Drug Control Policy Summit Initiative, which he first discussed publicly during his State of the Commonwealth Address at the Capitol in January.

"There's a drug problem in this state that's destroying our communities and our young people, whether it's methamphetamine made in somebody's garage or inappropriate prescriptions for OxyContin," Fletcher said during the speech he gave two months after taking office.

"We must move beyond just being tough on crime to being effective on crime, and that's not only for those caught in the jaws of addiction, but also for the taxpayer who foots the bill," he said.

Presently, there are a variety of state, local and federally funded drug-related programs in Kentucky counties that address the drug problem from a specific aspect – prevention-education, treatment or law enforcement.

Fletcher's plan for a statewide drug-control policy would take a comprehensive approach, addressing the problem in all of those areas in order to produce greater, measurable results in reducing illegal drug trafficking and abuse, avoid duplication and gaps in services and ensure that the state makes the best use of its monetary resources.

The intent is for the policy to be grounded in the results of the Summit group's assessment, which covers not only on illegal drug use, but inappropriate prescriptions and alcohol and tobacco use.

The governor assigned Lt. Governor Stephen B. Pence, who is also Justice and Public Safety Cabinet secretary and a former U.S. Attorney for the Western District of Kentucky, to head the assessment project.

Pence appointed the Summit group, which meets once a month in Frankfort during the 20 weeks to discuss the data each panel has collected and formulate recommendations.

Summit members will ultimately make recommendations to the gov-

ernor on forming a coordinated, statewide drug-control policy that will have a lasting impact on the substance abuse problem in Kentucky. The Summit is scheduled to present a final report to Fletcher on June 28.

The goal of the drug-control policy that will be developed based on the Summit's work will be to protect youth from substance abuse, decrease the supply and demand for drugs and reduce suffering, moral degradation, and the social, health and economic costs of illegal drug use throughout the state.

In their examination, Summit members have been asked to:

- define the extent of the overall drug problem in Kentucky.
- assess existing drug-control efforts, including state laws.
- identify gaps and service duplication.
- identify state, local and federal funding sources and offer recommendations for streamlining and maximizing them.
- make recommendations on program priority, financial resource allocation and on how agencies administering the programs should address accountability.
- make recommendations on changing or adding legislation regarding illegal substance abuse.

An evaluation team will review the assessment process for general soundness in terms of issues, scope and measurability.

Evaluation Team members are Dr. Janna Vice, associate dean of Eastern Kentucky University's College of Business and Technology; Dr. George E. Higgins III, assistant professor in the University of Louisville's Department of Justice Administration; Dr. Allen Ault, dean of the College of Justice and Safety at Eastern Kentucky University; and Dr. Richard Clayton, director of the University of Kentucky's Center for Prevention Research and national program director of the Research Network on the Etiology of Tobacco Dependence.

Pence also appointed a group to design an effective plan to complete the statewide assessment and to serve as a steering committee throughout the process. Members of the core group are Joe Whittle, general counsel for the Lieutenant Governor's Office, Commissioner John Bizack of the Department of Criminal Justice Training, Commissioner Rice Leach of the Department of Public Health and Deputy Secretary of Education Mardi Montgomery.

Total funding for the assessment is \$160,000, none of which will be from the state's General Fund. The Kentucky State Police and the Kentucky Department of Vehicle Enforcement each contributed \$75,000 in Asset Forfeiture Funds, which is money seized from drug traffickers and forfeited by courts to KSP and KVE. The Appalachia High Intensity Drug Trafficking Area is providing \$10,000 for the Summit. Funds remaining at the conclusion of the assessment will be returned.

To complete a questionnaire about substance abuse in Kentucky and get more information on the Statewide Drug Control Policy Summit, including assessment member names, dates and locations for the public input meetings, news releases about the progress of the drug control assessment summit, contacts and more, go to [www.kydrugsummit.ky.gov](http://www.kydrugsummit.ky.gov).

# Statewide LEN News

## In the Spotlight with Sheriff Rodney L. Coffey

The following interviews were conducted by Edliniae Sweat.

STATEWIDE



Sheriff Rodney L. Coffey is serving his second term as Menifee County sheriff, after being first elected in November 1998. Before coming to the Menifee County Sheriff's Department, he served with the Morehead State University Police Department, where he resigned as a lieutenant. He is a petty officer in the United States Naval Reserve, Combat Construction Reserve Battalion. Coffey is a 1994 graduate of the Department of Criminal Justice Training and holds a bachelor's degree in criminal justice at Western Pacific University in California.

Sheriff Coffey serves on the board of directors for the Center for Rural Development in Somerset and the Menifee County 911 Dispatch. He is a carrying concealed deadly weapons instructor. He is an active member and youth leader at the Mariba Church of God. Sheriff Coffey has led his department in eliminating more than \$1.5 million in illegal drugs in the community. He has also been awarded more than \$1 million in grant funds and donations for his department.

### How have you been successful in recruiting women and minorities? What problems do you face?

I feel I have been very successful in recruiting women into our agency. After receiving a COPS in Schools Grant in 1999, we hired the first female deputy in the history of the Menifee County Sheriff's Department. Since that time, three other women have been hired as part of this law enforcement team. Women also play an essential part of our administration and 911 Dispatch Team.

Recruiting qualified females who are willing to attend the 16-week police academy at DOCJT has been a problem. Minorities make up less than 2 percent of our total population, making our recruitment more difficult. We have never had a minority apply for a position with our department.

### Describe some of your duties of which many people may not be aware?

The public does not fully understand the sheriff's department's role in tax collection. The department is fully responsible for preparing, distributing and collecting all tax bills. This includes daily and monthly reports and distribution of funds to all taxing agencies. It is a big responsibility that requires at least six months out of the year. The sheriff's department must also use much of its time and resources for court responsibilities. Even in our small county, court duties take two and three days from each week. This means officers must be on duty to testify and provide security. Another area that is not fully understood by the citizens we serve would be the time constraints and restrictions to which law enforcement officers must adhere. Understandably, when people are wronged, they want immediate justification. In too many instances that is impossible. We must follow rules, regulations and court procedures that take valuable time.

"The new training incentive for sheriffs has been a valuable asset. More sheriffs are seeking the training they need and keeping up with the mandated annual in-service required for KLEFPF. As a police academy graduate of DOCJT, I see this training as a must."

Sheriff Rodney L. Coffey

### How does a sheriff's agency differ from university policing?

I spent five years with Morehead State University as a police officer before becoming sheriff of Menifee County. There are so many more responsibilities that come with being sheriff. We respond to more calls and have a much smaller budget.

### What is your mission statement, and how was it formulated?

The mission statement of the Menifee County Sheriff's Department is "to provide the citizens of Menifee County with quality, efficient law enforcement of all persons and property and to treat everyone with dignity and respect." This mission statement was formulated shortly after I took office in 1999 by a team, which included deputies, volunteers and me, who were committed to seeing change in our law enforcement office.

### How has training changed for sheriffs in the past five years?

The new training incentive for sheriffs has been a valuable asset. More sheriffs are seeking the training they need and keeping up with the mandated annual in-service required for KLEFPF. As a police academy graduate of DOCJT, I see this training as a must. Unfortunately, it is not mandated at this time and many sheriffs are missing out on valuable training.

## In the Spotlight with Chief Bobby Johnson



Chief Bobby Johnson is a Madisonville native. He graduated from Madisonville-North Hopkins High School and attended Western Kentucky University. Johnson joined the Madisonville Police Department in March 1974. He has served as a patrol officer, an evidence and property specialist, and held the ranks of sergeant, lieutenant and captain in patrol. He was promoted to major of Operations in 1995 and in April 2000, he was appointed chief. He is

married to Diane, his wife of 31 years. They have two children, Bobby and Brook.

### How have you been successful in recruiting women and minorities? What problems do you face?

The recruitment of women and minorities is and will continue to be a challenge for law enforcement agencies across the state. Due to the higher standards and qualifications created by the Peace Officers Professional Standards, the recruitment and retention of qualified applicants and officers, regardless of their gender or race, is going to present difficulties, especially for smaller agencies.

### What is your mission statement, and how was it formulated?

The department shall maintain the highest standards of professional excellence; deter criminal activity and seek, detect and arrest offenders of the law; enhance traffic safety, deter motor vehicle crashes and enforce Kentucky vehicle licensing and regulation statutes; maximize compliance with state laws and administrative rules; provide support services to meet law enforcement and emergency needs; provide 24-hour services to the people within the city of Madisonville; provide the expertise and resources to educate the public in life safety, crime prevention and drug resistance; seek to become the best law enforcement agency in the Commonwealth of Kentucky.

The mission is based on the following values:

- **Human Life:** We value human life above all else. We give first priority to life-threatening situations and use only that force necessary to accomplish the police mission.
- **Constitution of the United States:** We believe in the rights and ideas embodied in the Constitution, and recognize that it is every citizen's right to demand their protection delineated in the Constitution. Therefore, we acknowledge those rights, and we treat all persons with respect and without favoritism.
- **Laws:** We recognize the authority of federal, state and local laws. Therefore, we maintain a working knowledge of the law, which we enforce and obey.
- **Communication:** We believe in an open department that is responsive to the needs of the community. Therefore, we communicate openly and honestly with the community. We recognize the need of the community to express its concerns and our responsibility to investigate and respond to those concerns. Therefore, we will thoroughly investigate complaints against our employees, and acknowledge our mistakes when they occur.

“The POPS legislation enacted in 1998 has resulted in the hiring of a more professional officer, but has caused retention problems for smaller agencies.”

Chief Bobby Johnson

### What major changes in law enforcement have you seen in your 29 years at the Madisonville Police Department?

The recruits hired from today's applicant pool are better educated. The majority of candidates usually possess a minimum of an associate's degree. The POPS legislation enacted in 1998 has resulted in the hiring of a more professional officer, but has caused retention problems for smaller agencies. I believe that officers are dedicated to the law enforcement profession, but not necessarily loyal to the organizations that hired them. It is not an uncommon practice for some recruits, once they've graduated from training, to apply with other agencies.

There have been many technological advances. The majority of law enforcement agencies have implemented computer programs to handle offense and collision reports, manage records and dispatch calls.

Federal grant funding has provided our department with the means to hire additional personnel, pay overtime as well as purchase technical equipment and vehicles that allows our department to move forward into the new millennium at a pace that could not have been accomplished otherwise.

Community-oriented policing has changed as departments implement programs that tend to be proactive rather than reactive. Our department has enjoyed positive feedback from DARE/GREAT, school resource officers and bike patrol programs. I feel that the working relationship between local, state and federal agencies has greatly improved, with information being exchanged on a much more regular basis.

### What has kept you at the Madisonville Police Department for more than 29 years?

I have been in public service for most of my adult life. I am actively involved in several local community programs and work along with other citizens to make our town a better place to live. My family continues to support my efforts, and I still enjoy coming into the office every day and learning about the latest trends in police work. I consider it a challenge to lead such a diverse group of employees.



# Statewide LEN News

## In the Spotlight with Chief Michael Ward

STATEWIDE



Chief Michael Ward has been involved in military and civilian law enforcement for 24 years. He came to the Alexandria Police Department after serving 16 years with the Crescent Springs Police Department, where he rose through the ranks from patrol officer to police chief. One of Ward's major accomplishments before leaving the Crescent Springs Police Department was serving as the accreditation manager and successfully guiding them through the KACP accreditation process.

In May of 2001, Ward accepted the position of chief with the Alexandria Police Department. In his short time with Alexandria, he has managed to guide the police department through many positive changes. The most notable was being accredited in the spring of 2002. Presently he is implementing mobile computing for his agency and extending it to other agencies in Campbell County. He has been instrumental in introducing Quick Action Deployment (QUAD) training to northern Kentucky. This training was developed in response to the nation-wide trend of school violence. He is constantly striving to develop and implement community programs for the public. He is married to Carol and has two daughters, Elizabeth and Kimberly.

### How have you been successful in recruiting women and minorities? What problems did you face?

The biggest problem we face is getting women to apply! So, we went looking. Fortunately we found a wonderful young lady working for another agency, and we successfully recruited her. I wish I had five more like her, too. I don't know exactly why we are having problems recruiting women and minorities in law enforcement. However, the perception of not passing Peace Officer Professional Standards physical fitness standards and the difficulties women had passing is still a mindset among female recruits that we are working hard to overcome. I was extremely impressed with the statewide response to the problem. The POPS office worked hard with the contractor, Kentucky Association of Chiefs of Police and the Kentucky Law Enforcement Council to address and ultimately correct the problem. This is a good testament to the quality leadership in our state.

### How did you feel about receiving the Governor's Award for Outstanding Contribution to Kentucky Law Enforcement for 2003?

I was stunned. I had no idea this was coming, and what a great honor it is. It's not often I allow myself nor find myself with my guard down, yet DOCJT Commissioner John Bizzack and his staff sure did a great job with this one. I cannot thank those who support me enough. The greatest of honors was to hear Commissioner Bizzack read the letter of nomination and learn that a member of our agency wrote it. It's one thing to be recognized by your peers. It's another to be recognized by the men and women who work under your command. I work with a wonderful group of people, and I'm damn proud of them.

"The biggest problem we face is getting women to apply! So, we went looking."

Chief Michael Ward

### Did you find the homeland security assessment, conducted in your area in July 2003, beneficial?

The RAM-C (Risk Assessment Methodology-Community) is something everyone must go through. I've been to many years of training in team policing, crime watch, crime prevention and community oriented policing, but nothing forces you to look at your community the way RAM-C does. The program is an ongoing project. For years SWAT has looked at things from a threat vulnerability perspective, and so Alexandria had a good start. Yet this process took even our seasoned SWAT members aback. I strongly urge every chief to implement this program. Your community does not have to have vital national interests to do this. The overall crime prevention and, more importantly, the awareness your agency and community will gain are incredible.

Having worked with Clay Bailey and his staff was indeed another honor for me. I'm an 11-year veteran of the Air Force, and so it was very easy to "snap to" when Bailey spoke. Yet it was a great deal more than that. His leadership and expertise in the field of physical security was invaluable. We will miss him greatly and wish him the best in his new appointment as the secretary of the Transportation Cabinet.

### Was the crime rate down in your area for 2003? If so, what was your strategy?

It's difficult to say. In the early part of 2003 we went on central records Computer Aided Dispatch/Records Management Systems (CAD/RMS) with the Campbell County Consolidated Dispatch Center. Our system is National Incident Based Reporting System (NIBRS) compliant and, therefore, we are no longer doing Uniform Offense Reports (UOR's). So the stats automatically will be higher until we get a level feeling for the new way of reporting. However, if we use the feedback from the community as a standard, they feel crime is down. Our burglaries have gone down and we attribute that to aggressive patrol work. It's amazing what young men and woman can do if you cut them loose to do their job, yet hold them close to the cuff where our mission statement and values are concerned. A quality police officer is able to turn an enforcement traffic stop into positive reinforcement and good community feedback. We issue a lot of state citations and an overwhelming amount of warnings with very few complaints. Hiring good people is the key!

# KLEMF Announces Events for 2004

*Linda Renfro, Volunteer  
KLEMF*

The Kentucky Law Enforcement Memorial Foundation recently changed the organizational structure of its board. The new structure includes chairman, executive director and secretary/treasurer. Greg Howard serves as executive director of the foundation board and Ken Schwendeman as secretary/treasurer. The chairman position is vacant.

The Department of Criminal Justice Training and KLEMF scheduled this year's annual law enforcement memorial service for Monday, May 10. The service will be held at 11 a.m. in front of the memorial that sits at the entrance to the DOCJT in Richmond. Lt. Governor Stephen Pence is the scheduled speaker at the service. Officers who were killed in the line of duty in 2003 will be honored. They include LaGrange Officer Eddie Mundo Jr., who was killed April 16 in a head-on vehicle crash with a suspect he was seeking; Department of Fish and Wildlife Officer Doug Bryant, who died May 19 when his patrol car flipped while he was chasing a fleeing vehicle; and Department of Charitable Gaming Commissioner Ray Franklin, who died December 12, 2002 from complications from a December 4 car accident.

Memorial motorcycle rides are being planned in May for Law Enforcement Memorial week. For further information contact Joe Gilliland at (859) 622-5073.

Events benefiting the foundation scheduled in 2004 are:

- **Golf Tournament**

Monday, June 14 (rain date June 28)

For more information contact Doug Czor at (859) 622-2304 or Larry Ball at (859) 622-6218

- **Blue Nights Motorcycle Ride**

Saturday, September 11

For more information contact Joe Gilliland at (859) 622-5073 or Tom Blankenship at (859) 622-4372

## 2004 Foundation Board Members

Commissioner John Bizzack,  
Department of Criminal Justice Training

Deputy Commissioner Herb Bowling,  
Department of Criminal Justice Training

Director Ken Schwendeman,  
Department of Criminal Justice Training

Commissioner Greg Howard,  
Department of Vehicle Enforcement

Dr. Gary Cordner, Eastern Kentucky University

Chief Ruben Gardner, Elizabethtown Police Department

Chief Ernest Kelty, Harrodsburg Police Department

Chief Tommy Burris, Lawrenceburg Police Department

Jennifer Thacker, Kentucky Concerns of Police Survivors

Sheriff Joe Walker, Jessamine County

Gerald F. Healy II, McDonald's Corporation

William C. Stambaugh, Attorney at Law

President Joanne Glasser, Eastern Kentucky University

Dr. Jack Dyer, Department of Criminal Justice Training

Lisa Partin, Family Survivor

Sgt. David Burks, Jeffersontown Police Department

Sgt. Rick Curtis, Lexington Division of Police

Executive Director Larry Ball,  
Kentucky Law Enforcement Council

Staff Assistant David Hobson,  
Department of Criminal Justice Training

Assistant SAC Clay Mason,  
Federal Bureau of Investigation

# Law Enforcement Organizations Offer Scholarships

## Kentucky Peace Officer's Association (KPOA)

**Amount:** Four \$1,500 scholarships awarded

**Criteria:** Applicant must be a resident of Kentucky, majoring in law enforcement and working toward acquiring a bachelor's degree. Students classified as junior or senior and those who are the dependent or child of law enforcement officers will be given first preference. Applicants must be of high moral character and must have demonstrated ability to achieve well in school. Only students attending Kentucky colleges and universities will be considered.

**Contact:** Ruben Gardner, chairman, KPOA Scholarship Committee, 318 South Mulberry Street, Elizabethtown, Ky. 42701, (270) 765-4125

## Kentucky Sheriffs' Association (KSA)

**Amount:** \$1,000 scholarships awarded

**Criteria:** The Robert E. (Bobby) Thomas Memorial Scholarship shall be awarded to worthy applicants based on the following criteria: 1) A written 200 to 300 word essay stating the applicant's career goals and why he/she feels they are deserving of the scholarship. Applicants will also be judged on their clarity and communication skills. 2) They must submit a true copy of their transcripts from their high school if they are a graduating senior. If the applicant is presently enrolled in a college or university, a true copy of their cumulative records must be submitted. 3) Applicants may submit any other information with their application.

**Contact:** Sheriff Keith Cain, Daviess County Sheriff, 212 Saint Ann Street, Owensboro, Ky. 42303, (270) 685-8454

## Kentucky Association of Chiefs of Police (KACP)

**Amount:** Six \$500 scholarships awarded

**Criteria:** Applicants must be a resident of Kentucky, majoring in criminal justice, law enforcement, or police administration, pursuing an A.A., B.S. or M.S. degree. Undergraduate students must be enrolled full time per university policy, to be eligible. Students in a graduate program or full time law enforcement officers may be eligible as a part-time student. Preference will be given to students who have declared their degree in the above described fields. Family members of current or retired law enforce-

ment officers will be given preference. Applicants must be of high moral character and must have demonstrated their academic ability. Only students enrolled in Kentucky colleges and universities will be considered. Families are limited to one scholarship per year.

**Contact:** KACP, Eastern Kentucky University, 467 Stratton Building, 521 Lancaster Avenue, Richmond, Ky. 40475, (859) 622-6187

## Kentucky State Police Professional Association (KSPPA)

**Criteria:** Applicant must be a bona fide dependent child of an active member, retired member or a deceased member (member must be in good standing for five years). Applicant must show proof that they have been accepted by an accredited college or university. Applicant must attach proof of 2.0 grade average. Applicant must be either a high school senior, a college freshman, sophomore or junior. Applicant must not have been a prior recipient of the KSPPA scholarship. Only one scholarship per family per year will be granted. Applicant must be a full-time student.

**Contact:** KSPPA, 142 Consumer Lane, Frankfort, Ky. 40601, (502)875-1625

## Fraternal Order of Police, Bluegrass Lodge No. 4

**Criteria:** The application process must go through a lodge member. The finalist will be judged in the following areas: 1) must be accepted by a two or four year college, 2) high school GPA, 3) awards received, 4) community/church involvement, 5) good citizen within the community.

**Contact:** Chuck Massasrone, 224 N. Martin Luther King Blvd., Lexington, Ky. 40507 (859) 255-7629

## Kentucky Law Enforcement Memorial Foundation (KLEMF)

**Criteria:** The foundation is in the process of developing criteria for educational scholarships that could total into the thousands of dollars.

**Contact:** KLEMF, 521 Lancaster Ave., Richmond, Ky. 40475, (859) 622-2221



# State Agency Helps Police, Fire Departments Make Safe Infant Abandonment an Option

*Staff Report*

The Health and Family Services Cabinet is providing fire and police stations information and materials that emergency personnel need to fulfill their responsibilities under Kentucky's Safe Infants Act.

The Thomas J. Burch Safe Infants Act, enacted last year, made it legal for parents and others to leave a baby up to 72 hours after birth at any hospital, with EMS personnel, or with any firefighter or law enforcement officer. Hospitals and the state's EMS centers have already received the materials and training they need to comply with the law, so the cabinet is concentrating its outreach efforts on police and fire stations.

The Health and Family Services Cabinet has distributed packets of materials to police and fire personnel. Each packet contains forms, brochures and an ankle bracelet that is to be placed on an abandoned child.

One of the forms allows a parent who is relinquishing a child to anonymously provide information about the infant, including medical history. The other form is a safe infant pro-

ocol that offers information about what pre-hospital providers should do.

Cabinet workers can also help fire and police departments plan training sessions on the law using audiovisual materials, such as a video or PowerPoint presentation, prepared by the state's Emergency Medical Services for Children Project. For more information on the training, agencies can contact their local Protection and Permanency Office.

Individuals who abandon a child under the law's terms will not be identified or prosecuted unless the child shows signs of abuse or neglect.

Police, fire or EMS personnel who take custody of a child abandoned under the law must transport the infant to a hospital for medical evaluation. Once legally abandoned and pronounced healthy, the children are placed temporarily in foster homes.

The Safe Infants Act is intended to provide a safe alternative to parents who might otherwise expose their newborn children to harm. More than half the states have enacted similar laws.

## Two KSP Troopers Receive Commissioner's Commendations

*KSP Staff Report*



*Skaggs*



*McChesney*

Two KSP troopers have received Commissioner's Commendations for outstanding achievement in keeping with the highest traditions of the Kentucky State Police.

While investigating a suspected methamphetamine lab operation in Hart County in September 2003, Trooper Jonathan McChesney and Trooper Scott Skaggs, of Post 3 in Bowling Green, received a tip from a local storeowner through the Munfordville Police Department. During the initial contact with the residence owner, consent to search

the property was denied. Using interview techniques and keen observational skills, the troopers obtained probable cause for a search warrant of the property. The subsequent search resulted in the seizure of two "cold cook" methamphetamine labs with anhydrous ammonia, ephedrine tablets and several grams of finished methamphetamine product packaged for sale. Several pounds of processed marijuana packaged for sale were also seized. Three arrests resulted.

The officers' professionalism and commendable investigative skills were instrumental to the successful conclusion of this case. Their performance exemplifies those standards held in highest regard by the Kentucky State Police.

# KSP Officer Receives Highway Safety Award

*KSP Staff Report*

The Kentucky Division of the Federal Highway Administration recognized Kentucky State Police Maj. Henry P. “Sonny” Cease, Jr. for outstanding lifetime contributions to highway safety.

In presenting Cease with the Federal Highway Division Administrator’s Award for Excellence in Highway Safety, the agency noted his “sustained, continuous, career-spanning and unusual initiative and creativity in developing highway safety programs within KSP and the communities it serves.”

An 18-year KSP veteran, Cease has been instrumental in the development and implementation of the crash reconstruction program in Kentucky. As the lead investigator and reconstructionist for the Carrollton bus crash in 1988, Cease quickly recognized the importance of thorough and unbiased crash investigation techniques. He has since spearheaded efforts to improve crash reconstruction training standards within the Kentucky State Police and throughout all law enforcement agencies in the state.

Cease’s efforts led to the creation of KSP’s regional accident reconstruction team concept, which provides teams of trained personnel for deployment to fatal crash scenes to support local agencies. The success of this program has led to its emulation by other states throughout the country.

His vision and dedication to highway safety was once again demonstrated in September 2003 with the implementation of KSP’s Drive To Stay Alive program for high school students. Twenty-three teens from 25 schools received five days of classroom and hands-on driver training at KSP headquarters in Frankfort. They then teamed up with local state troopers to bring their safety message and highway skills back to their fellow students.



*Jose Sepulveda, Administrator for the Kentucky Division of the Federal Highway Administration presented KSP Maj. Henry “Sonny” Cease with the Excellence in Highway Safety Award.*

Cease currently serves as assistant director of the Division of Technical Services at KSP headquarters in Frankfort. His previous assignments include KSP Post 2 in Madisonville, KSP Academy commander, Intelligence Branch commander and KSP Post 12 commander in Frankfort.

A native and current resident of Louisville, Cease graduated from Jesse Stuart High School in 1979 and the University of Kentucky in 1983.

# ***KSP Administers Surplus Program For Law Enforcement Agencies***

## *KSP Staff Report*

Radar guns. M-16 rifles. Laptop computers. Camouflage trousers. Handcuffs. Binoculars. These are just a few of the items that the Kentucky State Police has acquired for law enforcement agencies throughout the state during the past few months. That's good news for crime fighting, but the best news is the cost. They're free!

Each year, the federal government makes thousands of surplus Department of Defense items available to law enforcement agencies throughout the country. In Kentucky, this program is coordinated by the KSP. In 2003, KSP helped local law enforcement agencies procure equipment valued at more than \$1 million.

"This comprehensive program is a valuable resource that agencies can't afford to overlook during these times of restricted budgets," said Lt. Col. Rodney Brewer, acting deputy commissioner and director of Police Services for KSP.

Participation in the program is easy. Any organization with arrest and apprehension powers can register with KSP and receive computer access to the continually updated list of surplus items available.

"It's an all-electronic process," said Jeffrey Perkins, KSP property officer supervisor and coordinator of the program. "If you see something you need, simply complete a request, e-mail it to me for approval and I'll forward it to the federal level for final approval. In most cases, you'll then be notified to arrange for pickup or delivery."

According to Brewer, 95 percent of the requests are approved without modifications.

"The key to success," he said, "is being vigilant and checking the online lists of equipment frequently for newly added items." KSP continually monitors the lists of materials for items that may be of use.

KSP is exploring new possibilities for the program in the future, Brewer added, which could involve a centralized warehouse in the state to facilitate acquisition and distribution. "We're continually researching ways to make the system more user friendly in order to get this useful crime-fighting equipment into the hands of law enforcement agencies at all levels."

For more information on how to acquire free equipment for your agency, contact Perkins at (502) 227-8744 or [jeffs.perkins@ky.gov](mailto:jeffs.perkins@ky.gov). If your agency does not have e-mail or Internet access, please contact the KSP for assistance.

## **DOCJT Media Program Wins Awards**

### *DOCJT Staff Report*

The Department of Criminal Justice Training won three awards in the Kentucky Association of Government Communicators' annual competition at a ceremony November 13. The Kentucky Law Enforcement News won the Award of Excellence in the competition's magazine category. Jim Robertson and Jacinta Feldman Manning also won an Award of Excellence in the Video – single series category, for their informational video about the Department of Criminal Justice Training. Robertson, Manning and Jamie Neal won the Award of Merit in the category, Video – single series for the Versailles Police Department Promotional Video.

Nearly 100 awards were given for outstanding work in 32 categories, such as radio/TV commercials, publications, public awareness

campaigns, news writing and Web communications at the organization's annual awards ceremony. KAGC is a professional organization with members from local and state government and the university community. Members work with the public and media to promote and communicate the work of their respective agencies.

For the last 12 years, the KAGC has recognized professional excellence in written and broadcast communications materials and campaigns by public agencies through this competition. The competition places a high priority in two areas: providing professional peer critiques for all entries and publicly honoring those submissions that merit recognition.





DEANNA BOLING/DOCJT

*SPI Director William Walsh*



JACINTA FELDMAN MANNING/DOCJT

*Jessamine County Sheriff Joe Walker*



JAMIE NEAL/DOCJT

*Alexandria Police Chief Michael Ward*

# Walsh, Walker and Ward Receive Governor's Award

*Jacinta Feldman Manning  
Public Information Officer*

Department of Criminal Justice Training Commissioner John W. Bizzack in December presented three law enforcement leaders with the Governor's Award for Outstanding Contribution to Kentucky Law Enforcement.

Jessamine County Sheriff Joe Walker, Kentucky Law Enforcement Council Chair William Walsh and Alexandria Police Chief Mike Ward were honored at three separate ceremonies for their commitment to furthering law enforcement in the Commonwealth.

The award, which is administered by DOCJT, recognizes individuals who significantly advance Kentucky law enforcement in the areas of Peace Officer Professional Standards, law enforcement training, or professional development, or exhibit exemplary leadership that has resulted in the advancement of law enforcement in the state or nominee's community.

All three of the recipients were active in law enforcement issues that affect their communities and the entire state.

Walsh is the director of the Southern Police Institute and a professor in the Department of Justice Administration at the University of Louisville. He is responsible for all educational and professional development courses offered by the Southern Police Institute. He has helped guide the professional climb the Kentucky law enforcement community has made during the last several years. He served as a member of the Peace Officer Professional Standards Committee, which helped create the POPS legislation. He has provided leadership on the Criminal Justice Executive Development Board, Career Development Program and was part of the statewide task force that implemented the Kentucky Police Corps program. As chair of KLEC, he oversees the credentials of all state law enforcement instructors and courses taught in mandatory basic training and in-service programs. Walsh is also a 21-year veteran of the New York City Police Department.

Sheriff Walker began his career with the Jessamine County Sheriff's Office in 1985 as chief deputy. Four years later, at the age of 28, he became the youngest person ever elected as sheriff of Jessamine County. During his tenure as sheriff, Walker has always attempted to improve law enforcement both in and out of Kentucky. He is the past president of the Kentucky Sheriffs' Association and is a member of the National Sheriffs' Association. He is also a member of the Kentucky Law Enforcement Council and Kentucky Law Enforcement Memorial Foundation Board of Directors.

Ward has been chief in Alexandria since May 2001, but he brings to the position 18 years of law enforcement experience. During his short tenure with Alexandria, Chief Ward has guided the police department in many positive changes. Under his direction, the agency implemented the Character Counts Program, a school resource officer program, Rape Aggression Defense (RAD) and a Homeland Security Check Program. Alexandria was also the first police department in Kentucky to undergo the DOCJT's Vulnerability Assessment Program.

Bizzack praised the men for the unique way each has improved law enforcement in Kentucky.

"All three of these men have had significant roles in ongoing initiatives to advance the Kentucky police community. They have willingly given time, effort, support and leadership to help the positive evolution of law enforcement in the state," Bizzack said. "Their efforts have helped ensure better prepared officers who are more capable of delivering the quality of law enforcement service citizens expect."

The Governor's Award for Outstanding Contribution to Kentucky Law Enforcement was created in 2001, and only seven people have received the award since its inception.

# Trigg County Sheriff's Office

Trigg County Sheriff Randy Clark recently talked to KLEN staff member Andrea Brown about the Trigg County Sheriff's Office.

Sheriff Clark was 24 years old when he was elected sheriff of Trigg County in 1985. He was the youngest elected sheriff in Kentucky.

Sheriff Clark is proud of the way his department works very closely with surrounding agencies. They often collaborate with the Kentucky State Police and the Cadiz Police Department.

"Over the years the various training the department has received has made the deputies want to learn more. Training and education definitely pays off in the long run," Sheriff Clark said.

## Area Information:

County: Trigg

County Population: 12,828

Coverage Area: 443 square miles

## Current Force:

4 full-time sworn

3 part-time civilians

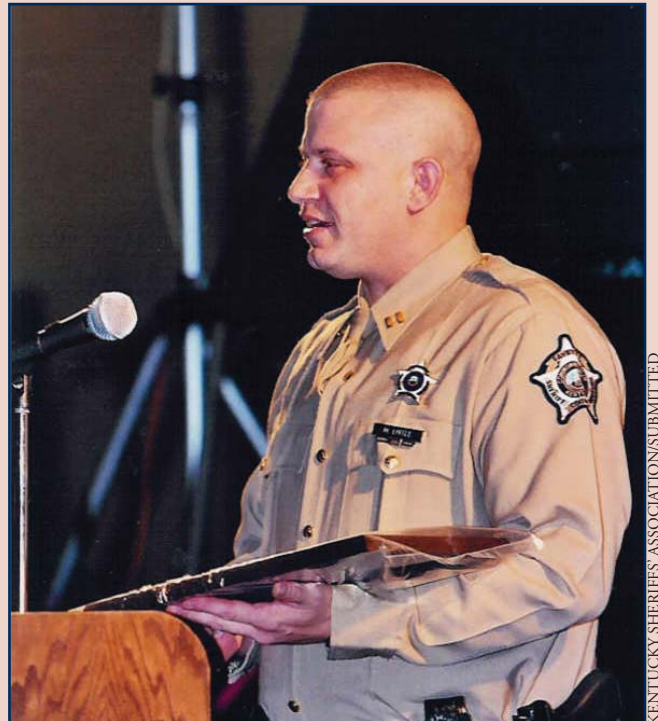
2 office deputies

1 part-time bailiff

## KLEN Seeking Sheriff Information

The KLEN magazine would like to dedicate space in the publication for sheriffs information. News about department updates, meetings or innovative programs are welcomed.

Anyone with newsworthy information regarding sheriffs or the Kentucky Sheriffs' Association, please contact KSA Executive Director Bill May at (502) 227-7275 or KSA President Keith Cain at (270) 685-8444.



2003 Kentucky Sheriffs' Association Deputy of the Year Capt. Mark Little of the Fayette County Sheriff's Office, addresses the crowd at the KSA convention in December

KENTUCKY SHERIFFS' ASSOCIATION/SUBMITTED

# Kentucky Gets \$300,000 for Meth Lab Cleanup

DEA Report

As the methamphetamine problem has progressed throughout the United States, law enforcement has designed various programs to effectively protect communities from the hazards posed by these illegal drug labs. As part of a comprehensive assessment on dealing with the contaminated sites where these drugs are produced, the U.S. Drug Enforcement Administration and our counterparts throughout the United States have developed a program to effectively dispose of the contaminated by-products of drug laboratory sites.

Under the guidance of the DEA, Kentucky has been designated to become the nation's first state for a program that was instituted in January 2004 to more efficiently dispose of clandestine drug lab site hazardous waste. Previously, any time law enforcement encountered an illegal drug lab, hazardous waste disposal protocol dictated that a licensed hazardous waste company had to respond to the scene and dismantle the laboratory after the police agency had documented the site and taken necessary samples for prosecution. Based on the average drug laboratory cleanup cost of \$2,500-\$3,000 and the hundreds of seized clandestine laboratory sites located in states such as Kentucky, law enforcement resources were being significantly stressed responding to these sites. Most of these drug lab sites are small, unsophisticated operations that have put an enormous financial and manpower burden on federal, state and local law enforcement agencies throughout the country.

During the last 10 years, the DEA has trained thousands of state and local police officers to respond, dismantle and prosecute these illegal drugs. The DEA has also provided safety equipment to these officers because these drug labs pose a significant risk to law enforcement and the environment. The Kentucky State Police has always been one of the most dependable and proactive agencies that the DEA has partnered with to fight the methamphetamine problem. To institute this Clandestine Laboratory Waste Container Program, KSP agreed to train numerous members of their department with hazardous waste disposal companies to become certi-



Many common household items are used to make methamphetamine.

fied to transport and temporarily store hazardous waste. When the program with the KSP is fully operational, 16 secure temporary storage container sites will be located throughout the state. The KSP has demonstrated an extraordinary commitment to their citizens in attacking this problem and protecting their residents. This program will continue to maintain the highest levels of safety for both residents and the environment.

Starting in January, KSP personnel became able to respond to clandestine drug labs, take necessary samples for investigation, separate hazardous chemicals, dismantle the lab and transport it to the temporary container site. Previously, officers had to wait hours for hazardous waste response teams to respond to the location from long distances resulting in significant financial costs. KSP personnel are able to dismantle drug labs that weigh less than 125 pounds and the designated hazardous waste contractors will pick up the material at least once a week from the container sites. This will significantly free up law enforcement personnel since they won't have to wait on site for hazardous materials teams to arrive.

If this program is successful, it will be implemented in numerous states struggling with the burden of clandestine drug laboratories.

For information on methamphetamine or other DEA programs visit [www.dea.gov](http://www.dea.gov).



# Shelbyville Dedicates New Station

*Jacinta Feldman Manning*  
Public Information Officer

The Shelbyville Police Department dedicated its new station, the Neil S. Hackworth Law Enforcement Center, on December 7. The building, which was named for a former mayor, is part renovated historic home and part new structure.

The historic section of the station is a two-story, four-bay brick federal style building that was originally constructed around 1825 as two homes. Over the years, the building fell into disrepair. It sat boarded-up for nearly 20 years before the city began work on it. In 2002, the city renovated the building, and added the new section. Construction was completed in 2003.

The station has an evidence room, a sally port, two interrogation rooms, locker rooms with showers and an administrative area for office space. It also has an office that the state trooper who patrols the area can use.

"I think it's going to be a tremendous asset to the city," Shelbyville Police Chief Stewart Shirley said at the station's dedication and open house.

The agency moved its operations into the building in June. The new station is part of the city's East End Renovation Project.



JACINTA FELDMAN MANNING/DOCT

*Renovation on the historic portion of the new Shelbyville Police Station, 303 Main Street, was paid in part by a \$300,000 Renaissance Grant.*

## Davis Earns KWLEN Award

*Jacinta Feldman Manning*  
Public Information Officer

Sharon Davis, the Police Corps outreach and recruiting coordinator, was presented the Kentucky Women's Law Enforcement Network's Contribution to Law Enforcement Award.

Davis was among eight women who received the award at the organization's conference in November.

The award is given annually for outstanding leadership and visionary contributions to the law enforcement profession. It also honors actions, activities or achievements that have significantly contributed to women in law enforcement or people who provide positive role models for the organization's members and all women across the state.

Davis is the primary point of contact for applicants, cadets and graduates of the Kentucky Police Corps program. Her primary duties include recruiting, testing, screening, placement, and although not an official part of her job, she also acts as a mentor for many of the cadets.

She is an active member of KWLEN, attending and helping to organize meetings, and has served three years on the conference planning committee.



JACINTA FELDMAN MANNING/DOCT

*After receiving her award, Sharon Davis poses with KWLEN president Kelli Edwards and award's luncheon guest speaker Kathleen DeBoer.*

# Statewide Briefs:

## Break the Chain: Trash Old Letter Circulating to Law Enforcement

Kentucky law enforcement agencies receiving a chain letter asking them to donate business cards to a child who is collecting them in an effort to get into a record book should ignore it, the Jefferson County sheriff says.

The letter circulating to law enforcement agencies in the United States is based on a case that is nearly 14 years old and no longer valid, according to Sheriff John Aubrey.

The correspondence says that the business cards are for a boy, Craig Shepherd, who lives in England, has cancer and is trying to receive the most greeting cards so that his name will be entered in the Guinness Book of World Records, Aubrey said.

Actually, the boy's name is Craig Shergold, and he had a brain tumor in 1989, when he was about nine years old, Aubrey said. He made the record book with 33 million cards in 1991, the same year his tumor was removed, he said. Shergold is now 24 years old and is no longer collecting the cards.

People who don't realize that the collection campaign is finished have overwhelmed the Shergold family and the postal service with mail, Aubrey said.

## KSP's 82<sup>nd</sup> Cadet Class in Training

The 64 members of the Kentucky State Police's 82<sup>nd</sup> cadet class began their 22 weeks of training in January at the KSP academy in Frankfort. The cadets are slated to graduate June 26.

## Funding Approved for Law Enforcement Efforts

U.S. Representative Hal Rogers has secured more than \$19 million in funding for law enforcement efforts and \$116 million for corrections in the 2004 federal budget.

Rogers secured funding for the following law enforcement projects:

- **\$8 million for Operation UNITE** – This program brings together law enforcement, citizens groups and health care professionals to fight the drug epidemic in southern and eastern Kentucky.
- **\$7 million for the Hal Rogers Prescription Drug Monitoring Program** – This is a national program that helps combat prescription drug abuse. The competitive grant program allows states that are either looking to create a monitoring program or to upgrade their current system to apply for federal money to supplement state funding.
- **\$2.4 million for the Rural Law Enforcement Technology and Training Center in Hazard** – The center focuses solely on providing training and support to rural law enforcement officers throughout the nation. The funding will help operate and purchase equipment for the center.
- **\$1.8 million for the Center for Rural Development** to continue its law enforcement technology grant program, which helps small and rural law enforcement agencies acquire criminal database systems and other technologies.

## COPS Marks 20th Anniversary

In May, the Concerns of Police Survivors organization will have a gala to honor its 20 years of service to survivors of law enforcement officers killed in the line of duty. COPS was formed 20 years ago to provide support to survivors. The gala will be held May 14 in Washington, D.C., during National Police Week. For more information and a ticket order form, visit [www.nationalcops.org/annivform.htm](http://www.nationalcops.org/annivform.htm).

COPS has received a donation of \$25,000 from the Aronson Family Foundation in Westport, Connecticut, for the organization's scholarship program for surviving children and spouses. Survivors who do not have tuition-free education as a state death benefit may apply for a COPS scholarship at [www.nationalcops.org/forms.htm](http://www.nationalcops.org/forms.htm).

## Kentucky Law Enforcement Receives Commercial Criminal Interdiction and Anti-Terrorism Training

The Kentucky Transportation Cabinet and its Vehicle Enforcement Division hosted a course in November that trains officers to identify people involved in the transportation of large quantities of illegal drugs and those associated with terrorist activities.

The 40-hour, hands-on Commercial Criminal Interdiction and Anti-Terrorism Training Course was held in Lexington. The training is in four phases. Phases one through three teach officers how to detect drug smugglers and terrorists in vehicle stops. Phase four is a 24-hour workshop in which 1,300 pounds of simulated drugs are concealed in different types of vehicles. This phase covers a wide range of concealment methods and shows where contraband and explosives are concealed in different vehicles. Phase four teaches officers how to stop criminals/terrorists who use commercial, rental and other large vehicles.

## Shepherdsville Upgrades Evidence Tracking

Shepherdsville Police Department has bought a \$3,500 computerized bar-code system that it began using in November. In addition, Chief Ron Morris has installed a \$6,500 surveillance system to record and watch interviews with suspects and witnesses. The Evidence Tracker bar-code system should dramatically reduce the time police spend on such jobs as cleaning up the evidence room and keeping abreast of items after they are entered. The Evidence Tracker is meant to spur the police department to throw out evidence after it is no longer required, which would prevent a glut of out-of-date evidence that could have been gotten rid of or given back to its owner much sooner. The Evidence Tracker works by affixing a bar code on each item of evidence. The bar code has such data as which officer entered the evidence and what type of incident the evidence is connected to. It then selects a category for the item. Besides making evidence documentation more efficient, the computer will automatically produce letters to remind an officer or other officials about how long an item of evidence has been kept, and indicating that some action be taken on it.

# Answering the Call

Law enforcement officials across the Commonwealth answered the call “How do executive development courses, such as CJED and the Academy of Police Supervision, benefit the law enforcement community?”



The success of any organization is dependent upon good leadership. As law enforcement administrators, we must be committed to continuing education, training and developing officers for leadership positions. Anything less will allow for a decline in the professional police service to the community that we are sworn to serve and protect.

The Academy of Police Supervision and the Criminal Justice Executive Development program are two keys to success in a law enforcement agency. Both courses provide students with the tools and training necessary to enhance their level of personal responsibility. Leadership is responsibility. For those officers across the Commonwealth who are seeking out this responsibility, be prepared to accept it fully. Work for your subordinates and give them the tools and training they will need to be successful.

*Asst. Chief Glenn Skeens  
Owensboro Police Department, CJED II*



In my opinion, CJED and Academy of Police Supervision benefit the law enforcement community by giving the future leaders of law enforcement the necessary training for growth and understanding. While attending the CJED V course, the instructors opened up new areas of interest to me. They give students the knowledge and insight on why certain things have been done in a specific manner over

the years and also how to plan for the future of Kentucky law enforcement. While attending the training, the participants are establishing a network of leadership that flows throughout the state. This network provides an unlimited potential for growth through new contacts and information exchange.

*Sgt. Steve Howard  
Morehead Police Department, CJED V*



I have been very impressed with the executive development course programs. They have been of particular assistance to me in the area of managing individuals, especially as I move into the managerial side of the police profession. I have found the various methods of approaching management of different personnel, depending upon their personality and habits, to be invaluable in

the day-to-day performance of my administrative duties.

In addition to the managerial training, I have also found great benefit and use in the areas of media relations, monitoring officer performance, discipline, problem solving and decision making. I am very pleased and proud to have participated in these various management courses. I have found these courses assist me in not only being a better police officer but a better person.

*Capt. Gordon Carter  
Pikeville Police Department, Academy of Police Supervision I*



Supervision and management courses such as APS and CJED provide the opportunity for Kentucky law enforcement officers to participate in training that is both relevant and current to their needs as agency leaders. This training greatly benefits the entire law enforcement community in a number of ways. First, these courses are designed to train the “new” supervisor and executive in the duties and skills that are required

in their respective positions. Also, the courses are geared to train the “future” supervisors and managers, in order to prepare them for career advancement.

CJED session V provided me with much valuable information and many personal contacts that will assist in my law enforcement duties. And, it is easy to recognize the improvement in the leadership, supervision and management skills of the four recent APS graduates in my department. The knowledge and confidence gained from this type of management training can only improve the quality of the Kentucky law enforcement community.

*Capt. Ray Kinney  
Frankfort PD, CJED V*



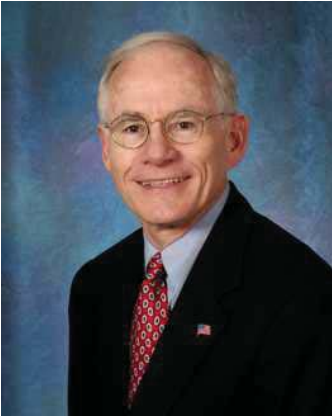
The Department of Criminal Justice Training recognizes the need for different leadership skill levels and has developed in-depth leadership courses designed to prepare the officer for the responsibilities that come with promotion. The Academy of Police Supervision gives the officer the needed skills to be effective as a first line supervisor. APS focuses on human skills so the novice supervisor understands their new role in the agency. The Criminal Justice Executive Development Program develops the middle manager and exposes the officer to different aspects of leadership and the administrative and management requirements of the position. CJED focuses on human and some conceptual skills. The new School of Strategic Leadership is on the drawing board and will focus on developing conceptual skills and addressing the needs of the future and present chief executive officer.

*Ken Morris  
Instructor, DOCJT*



### David L. Huber Confirmed as United States Attorney For the Western District of Kentucky

#### *Attorney General Report*



*David L. Huber*

David L. Huber was confirmed by the United States Senate on December 9 as the United States Attorney for the Western District of Kentucky. Huber, after being recommended by Kentucky Senators Mitch McConnell and Jim Bunning, was nominated for the position by President George W. Bush.

He received both his undergraduate and law degrees from the University of Louisville. He previously served as Assistant U.S. Attorney for the Western District of Kentucky, a position he has held for 17 years during two separate terms as a civil trial attorney and criminal prosecutor.

In addition to serving as Assistant U.S. Attorney, Huber was Jefferson County Government's Chief Administrative Officer when Senator Mitch McConnell was County Judge/Executive from 1978 through 1985. Huber has also held legal and executive positions with two Kentucky companies.

He was general counsel with the Glenmore Distilleries Company and director of government relations with the Capital Holding Corporation (Providian).

He replaced Lt. Governor Steve Pence, who stepped down to enter the Governor's race with Ernie Fletcher.

## NEW CHIEFS OF POLICE ACROSS THE COMMONWEALTH

#### **Ronald D. Lamb, Lancaster Police Department**

Ronald Lamb was re-named chief of the Lancaster Police Department on November 10, 2003. He previously served as chief from July 1995 through January 1999. He began his 17 years of law enforcement with the Nicholasville Police Department. He has also served as deputy sheriff in Garrard County.

#### **Jason Amburgy, Brandenburg Police Department**

Jason Amburgy started with the Brandenburg Police Department in 2001 and was given the acting chief position on August 27, 2003. The city council selected Amburgy as police chief on November 11, 2003.

#### **Mark Ballard, Bellefonte Police Department**

Mark Ballard has recently been appointed as chief of the Bellefonte Police Department.

#### **Terry Meagher, Woodlawn Park Police Department**

Terry Meagher is currently serving as the chief of the Woodlawn Park Police Department.

#### **James Bryant, Wallins Police Department**

James Bryant was named the chief of Wallins Police Department on April 7, 2003.

#### **Ronnie Braden, Providence Police Department**

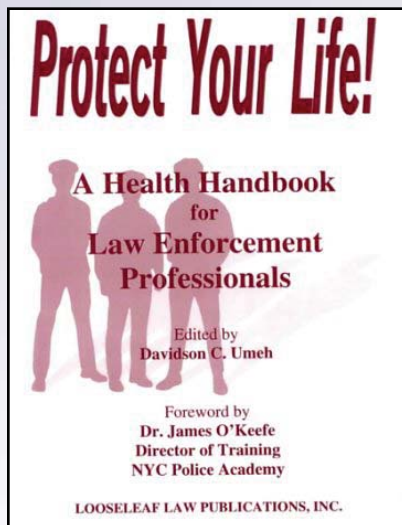
Ronnie Braden was named chief of the Providence Police Department in October 2003. Braden has been with the department for 12 years.

# Book Review

## Protect Your Life! A Health Handbook for Law Enforcement Professionals

Davidson C. Umeh, editor  
Looseleaf Law Publications, Inc., Flushing, New York, 1999

*Reviewed by*  
**Larry R. Moore**  
*International Association of Emergency Managers*  
*Knoxville, Tennessee*



fire department and hazardous materials professionals, their working environments, and personal health and safety concerns.

The essays provide basic information on how important it is to have an accurate knowledge of the possible dangers of public safety work; protective and response equipment; physical fitness of personnel; and the causes, signs and symptoms, and methods of disease transmissions. These essays also include procedures and personal precautions against infectious diseases and blood-borne pathogens needed to protect and preserve the health of public safety personnel, resulting in the most effective and complete service to their communities.

Seven chapters concentrate on stress, alcohol and other drug use, infectious and noninfectious concerns, nutrition, physical fitness, sui-

“Protect Your Life” compiles selected essays into a text that expands the understanding and knowledge of health and fitness and their positive relationship to reducing job stress, poor nutrition and negative environmental variables on uniform services. The handbook begins with an examination of cardiovascular disease issues involving law enforcement officers, correctional personnel and first responders, such as

cide, and environmental and safety issues. Each chapter contains three to six critical essays that analyze the key issues impacting the uniform services. The handbook is designed for easy reading and acts as a ready reference for the quick location of key health and safety issues and topics. Each page is perforated, allowing readers to remove critical information for personal use, to support procedure and policy development, to assist in training programs and act as handout material.

At the end of each section of important issues, one or two major material review questions appear for the reader to address. Questions focus on the main health and safety awareness and knowledge points that uniform services and other departmental readers can gain concerning positive impact on their overall personal health and safety during the execution of their duties and while in an off-duty status.

Most of the handbook's chapters end with either a listing of the endnotes cited, references, a summary or conclusion, or recommendations to departments and their personnel. The handbook also includes selected tables and charts for matrix comparisons of critical information to better understand the material presented and what uniform service personnel need to analyze for health and safety protection. In addition, a bibliography sets forth current publications and leading periodicals in the field of public uniform services.

“Protecting Your Life” is interesting and informative to readers. To summarize the editor's statement in the handbook's foreword, with accurate knowledge of health and safety issues and awareness of work environment situations, the uniform services profession can continue to protect departmental members while these members diligently and professionally protect and serve the public.

*Reprinted with permission of FBI Bulletin*

# From Matron to Major

Over the years women have forged a path and redefined the face of law enforcement



JACINTA FELDMAN MANNING/DOCJT

*Clay Chief Cindy Cato directs traffic after school. Cato is one of two female chiefs in the state.*

*Jacinta Feldman Manning  
Public Information Officer*

Fresh from college, a 22-year-old Sandy Joslyn walked into the Paducah Police Department in 1980 to put in her application as an officer.

The chief told the young woman the agency wasn't hiring at the moment, so she asked him to file her application. He walked over to the trashcan, wadded up the application, dropped it in and said it was filed.

"That told me right there what I was up against," she said.

Though she realized that being a female officer would be difficult, Joslyn never gave up and is now assistant chief of the same department that turned her down 25 years ago.

Joslyn was in a wave of women who were breaking into the field of law enforcement in the 70s and early 80s when it was still considered a man's domain. At a time when the few female officers who were on the force were confined mainly to stereotypical roles, this new era ushered in policewomen who were doing the same work as their male counterparts.

Over the years, women have become more prominent in all areas of the workforce. Today there are female everything – from doctors to construction workers. But in the field of law enforcement, where the masculine stereotype has in the past been so ingrained in both police departments' and the public's minds, the progression has been a slow one.

"I think police departments are just reluctant, and I don't know why because women and policing are a good fit," said Margie Moore, executive director of the National Center for Women and Policing.

Nationally, women make up about 12.7 percent of the police force in agencies with more than 100 officers, Moore said.

A report released in 2002 by the Justice Department's Bureau of Justice Statistics showed that police departments in America's 62 largest cities have even greater percentages of females – accounting for 16 percent of their officers.

On the other hand, the percentage falls to about 8 percent in smaller agencies. In Kentucky's law enforcement community, which is made up



predominantly of small, rural agencies, females represent about 8.3 percent of all sworn officers, according to DOCJT's most recent statistics.

While even the largest numbers may seem small, they are definite improvements from years past. The 1950 census showed that females accounted for less than 1 percent of all officers, and 10 years later that figure had only risen to 2 percent, according to Dorothy Moses Schulz's book, "From Social Worker to Crimefighter: Women in United States Municipal Policing."

"In the early 70s we were about at 6 percent and today our best estimates have us at about 12 percent so in 30 years we've increased 6 percent, I'll let you interpret that in a way that you see fit," said Kay Scarborough, a professor of law enforcement at Eastern Kentucky University, who has written a book on women in policing.

As the number of women in law enforcement slowly increases, so has their responsibilities and rank. Since the early days of policing, women have played a role in law enforcement, but those roles were very narrowly defined, such as working with women and children, Scarborough said.

Today women perform all functions of law enforcement, and are found at all levels of the hierarchy, including the top. In Kentucky, three women hold top positions: two as chief and one as sheriff.

"It's made a complete transformation of the fact that we started out with women just trying to get in the agency and find out where they fit and now they're everywhere," said Kentucky State Police Capt. Alecia Webb-Edgington, one of the agency's highest-ranking women. "If we are interested, the only thing that's holding us back is ourselves. That's my personal opinion."

### How it Was

Women's role in law enforcement began in the early 1800s as matrons in jails and prisons. These matrons, who were volunteers, visited the jails to try to reform female inmates and protect them from the men in charge, according to Schulz's book. Near the turn of the century, law enforcement agencies began to see the benefit of having these matrons, and the positions evolved from volunteer to paid.

In their new role the matrons were responsible for caring for women and children who were brought to the police station. That role of a caregiver in the police department would stay with female officers for nearly the next 100 years, but as the 20<sup>th</sup> century began, so too, did women's more active roles in actual enforcement.

In 1893, Marie Owen was named to the Chicago Bureau of Police. Owen was a widow of a Chicago officer, and the position was a way to help the woman in her time of need, said Dennis Bingham, a Public Relations Specialist for the Chicago Police Department. She was given the rank of patrolman, but had no arrest powers.

Almost 20 years later, on the opposite side of the country, the Los Angeles Police Department hired Alice Stebbins Wells in 1910. Wells founded the International Association of Policewomen.

The next 50 years were marked by several firsts for women in law enforcement: the first female homicide detective – Mary Sullivan; the first female officer to be killed in the line of duty – Anna Hart; the first female state troopers – Mary B. Ransdell and Lotta H. Caldwell.

These pioneering women were slowly etching away at the pre-defined niche into which female officers were supposed to fit.



SANDY JOSLYN/SUBMITTED

*Sandy Joslyn of the Paducah Police Department stands next to her patrol car in November 1984. The picture was on her last day in the patrol division. She has worked in investigations since.*

### Making the Change

By the 1970s women who wanted to be officers began challenging those predetermined roles.

"Women desired to be more than the kinds of things we'd been historically, which are certainly important as well, but women wanted the same kind of opportunities that men have," Scarborough said. "They wanted to be able to make the choice."

Lawsuits in some of the country's biggest cities began challenging things, like height requirements, that were keeping women from becoming officers. Courts were forcing open the doors of the police departments to women.

There was also a societal change happening around the same time, said Cindy Shain, a retired captain with the Louisville Police Department. But there was only one true way to change the face of law enforcement, she said.

"The only way changes come is to have more (females) coming into the police department," she said.

Shain, who is now the associate director of the Regional Community Policing Institute, started her career with the Louisville Police Department in 1975. She was one of two females in her recruit class. There were other women on the force when she joined, but Shain and her female classmate would be the first who would be assigned the same duties as men.

"I kind of came in at the time when women were just pushing at the doors to come into the police departments and the police departments were just starting to hire them," Shain said. It was an environment where the female officer wanted to be left alone and allowed to do their jobs, she said.

Though it could be intimidating at times, Shain had an advantage that many women didn't. She stands 6-feet tall and had a black belt in Judo when she joined the force. She practiced the sport for years and competed on a national level.

"I really did not deal with some of the issues that some of the smaller women did," Shain said. "I didn't have to prove myself as much as some of the other ones."

# Women in Law Enforcement

But some of the women weren't so lucky. They met opposition from the other officers and the public.

"When I came on in the 80s it was apparent that they (the other officers) were uncomfortable with my presence," Paducah's Joslyn said. "I think they saw me more as a statistic."

She said she realized the other officers were setting her up for failure, and there was a lot of pressure to prove herself.

"You felt like you had to run faster and shoot straighter," she said.

Joslyn remembered one officer who was not shy about telling her when they worked together that he thought she was hired just because she was a woman. About six months after that, Joslyn was in a fight and called for help. Her backup was that officer. By the time he got there, Joslyn already had the person handcuffed.

That fight was a defining moment for Joslyn, when she proved to another officer that she could do the job.

"For him, I think it was like, wow, she did this," Joslyn said of the other officer's reaction.

Each time a female officer did something that men thought she couldn't, like holding her own in a fight, she was proving that the gender could do the job.

## Changing Times

As the 80s progressed into the early 90s, so did the attitude toward women in law enforcement. More women were joining the profession and they were becoming more accepted.

The "Good ol' Boys Network" seemed to be dwindling. As the older generation of officers left law enforcement a different era of male officers was entering. These new officers, who were younger, were more accustomed to working with women in many aspects, so there wasn't as much of a shock when they worked with females as officers.

In 1990, the General Assembly passed a law abolishing the 5-foot 9 <sup>1</sup>/<sub>2</sub>-inch height requirement for state troopers. That opened the door for 5-foot 2 <sup>1</sup>/<sub>2</sub>-inch Edgington to apply to the state police.

Edgington worked during college at the Edmonson County Sheriff's Office, where she started mainly as a clerk. Her professors at Western Kentucky University encouraged her to go through DARE training and the sheriff agreed. It was at the training she met KSP trooper Linda Mayberry.

The two women became friends, and Mayberry told Edgington that there may be legislation to abolish the height requirement. When it passed, Edgington applied. There were around 3,000 applicants for that cadet class, Edgington said. She was among the 68 chosen to go through the academy.

Edgington, who is now one of the highest-ranking females in KSP, knew when she started the job that she hoped one day to hold rank. On the first night of her training, May 20, 1990, she told the other recruits about her ambitions.

"I said, you know I want to be a post commander someday, and everybody looked at me and said are you kidding me, we haven't even finished cadet school. I said I know, but I think I can do that," she said.

## Leadership

Women officers were becoming more accepted, but even in the late 80s and early 90s, the law enforcement hierarchy was still male dominated.

## Women in Policing

*KLEN News surveyed the Kentucky agencies with more than 100 officers to find out how many female officers they have and how many of those officers hold rank.*

AGENCY	TOTAL OFFICERS	FEMALES	FEMALES W/ RANK
Louisville	1,183	179	34
KSP	950	31	8
Lexington	493	50	7
Jefferson Co. SO	224	39	8
KVE	159	4	1
Fish & Wildlife	146	2	0
Boone Co. SO	139	5	0
Covington	113	8	2
Owensboro	104	3	1

"The higher you go up in the police department, the higher the hostility," Moore said. "Now you're taking that promotion and now you're taking it from a guy."

When Shain started in law enforcement, she said there was a sentiment that the higher positions inherently belonged to the men on the force. She worked very hard, and was one of the first women at the Louisville Police Department to get promoted.

In 1986, 11 years after she was hired, she became a sergeant, and continued to climb the ranks. She was the agency's first female captain – district commander. At the time she retired in 1999, Cindy, who was a lieutenant colonel and deputy chief of operations, was the highest-ranking female in the Louisville Police Department's history.

She said some male officers said things like she didn't earn promotions, but was given them to fill a quota. But Shain knew it was her hard work and determination, not her gender, that earned her promotions. She said she always felt that there was some responsibility on her to make the way easier for the other female officers.

"It makes me feel extremely excited at the fact, no, I think the word is very proud. I am very proud to see women follow in footsteps of mine," she said.

Shain and other female officers like her have broken through the glass ceiling in law enforcement. They haven't made the road to promotion easy for other female officers, because achieving rank is hard work, but they have given other women the choice to go after it.

When Major Christine Hancock, with the Jefferson County Sheriff's Office, became a sergeant in 1994 one of the commanding officers told her she already had two strikes against her: she was a female and she was under 30 years old. He told her the other officers wouldn't listen to her.

"I wanted to prove him wrong as bad as I knew he probably was right," Hancock said.

When she was promoted, she made sure that everything she did was well documented and justified. She never asked anyone to do anything that she wasn't willing to do herself.

Hancock said whenever she has run up against barriers, she has always stuck with it. The commanding officer who told her she already had two strikes turned into a mentor.

Today, women are filling up the ranks of Kentucky agencies.

Clay Police Chief Cindy Cato is one of two female chiefs in Kentucky. She has been in law enforcement for almost 13 years, eight of those as chief of Clay.

"It was myself and I think four or five men that applied, and it made me feel good that they had enough faith in me that they didn't think they had to have a man," Cato said.

Because Clay's department is small, Cato, who is a single mom, is a working chief. There have been times when Cato was the agency's only officer, working six or seven days a week to protect the community.

She said that when she first started in law enforcement in 1991 at the Providence Police Department, people would sometimes make derogatory comments about her being a female officer, but that has died down and she doesn't hear many wise cracks any more.

"I really feel good because I think since I've been here people have really come to respect me," she said.

Fayette County Sheriff Kathy Witt said being a woman has never been an issue in her career.

She began her career in law enforcement in 1983 at the Fayette County Detention Center. She moved to the sheriff's office in 1985, and has held every rank. In 1998 she ran for and was elected sheriff.

She said she has a good relationship with the other officers in her agency, and gender has never been an issue.

"I have never focused on my gender in the field," she said.

There are about 3,000 sheriffs in America and 23 of them are women, Witt said.

"I think our country as a whole embraces women leaders like they do male leaders," she said. "I think they embrace good leaders regardless of their gender."

## What Women Bring

Women have proven over the years that they are able to enforce the law. Even though they are different physically from men, often what they bring to the job has nothing to do with strengths, said Deputy Christine Heckel of the Boone County Sheriff's Office.

"I think women are a very calming influence," she said.

"We're good communicators. We're talkers." Heckel is a com-

munity resource officer and crime prevention specialist. She speaks to citizen's groups and schools, teaching people how to protect themselves from crime. She is also one of two female trainers for RCPI's Terrorism Awareness for Communities Initiative. She goes out into the communities and increase citizen awareness of terrorism.

Women should never apologize for their gender, Heckel said. They should, instead, embrace what strength they have, both physically and mentally. "I just think people are slowly starting to see the benefits," she said.

Heckel suggested finding some sort of discipline for protection that does not require brute strength, like pressure points tactics. Women have more lower body strength than men, so they should do something that emphasizes that, like martial arts, she said.

She said she thinks women are able to defuse a lot of situations before they escalate to violence. Because so much of the job is psychological, women can be a good fit.

More than anything else, females bring diversity to a force, said Jeffersontown Assistant Chief Peggy Emmington. Police departments should be reflective of the community, she said, and having different genders and races help accomplish that goal.

"What women bring is what any minority brings," Emmington said. "A different perspective."

Emmington, who became Jeffersontown's first female officer 21 years ago, said her gender has never been an issue

for anyone with whom she has ever worked.

She said she does not think there is anything built into her genetic code that makes her better at something than a man. She said it is her life experiences that have helped shape the kind of officer she is.

Emmington recalled an instance when she was investigating a case that involved a baby, and the baby needed its diaper changed. Emmington, who did not have any children, was not the person for the job. Instead a male officer with children changed the diaper.

"We didn't call him because he's a male. We called him because he's got kids," she said. "You just don't instinctively know how to change a diaper, you know because of your life experience."

## What Role Education Plays

Many female officers' life experiences have involved higher education.

"I think the women, rather than go into it cold turkey, they feel more comfortable with it when they get their education," said Heckel, who has a degree in Police Administration from Eastern Kentucky University.



JACINTA FELDMAN MANNING/DOCJIT

*Maj. Christine Hancock, of the Jefferson County Sheriff's Office, goes over some paperwork with Maj. Gene Williams. Hancock started with sheriff's office in 1991 as a dispatcher, and has risen through the ranks to major.*



She is not alone. Joslyn, Shain, Edgington and Emmington are all college educated.

Scarborough said there is no research on the connection between education and women in law enforcement, but she knows anecdotally by talking to women with rank, they tend to be more educated than their male counterparts.

"I think that women feel that that could be a factor which could affect their selection and role in the organization because they feel like they need something else to sell themselves for a lot of reasons," Scarborough said.

For some women, they see education as a way to prepare themselves for the job they have and the jobs they want.

Louisville Police Sgt. LaVita Chavous has her bachelor's degree in Police Administration from Eastern Kentucky University and is working on her master's in Justice Administration from the University of Louisville. She is writing her thesis on the barriers women, especially African American women, face in getting promoted in law enforcement.

She has been on the lieutenants' list twice, but both times it expired before she was promoted.

"I know what I want and I do go after what I want and I also work doubly hard to have the qualifications I need," Chavous said. "I never want to have someone say, 'oh, she got that because she's a woman.'"

She said she thinks women who speak their minds and aggressively go after what they want are sometimes looked at negatively by others.

"It totally goes against the grain of a female when you're aggressive," she said.

### Kids

Being a working mother, whether it is in law enforcement or any field, is difficult.

"I think any time you have a child and you're working, that's a challenge, whether its in law enforcement or whether you're doing what you're doing," said Edgington, who has an eight-year-old daughter. "It's juggling your responsibilities as a mom and a wife, the two most important roles that you'll ever have in your life, and the professional career that you love."

Officers with children must strike a balance between their careers and their families.

"That's all women have to do in law enforcement is walk fine lines," Maj. Hancock said.

Hancock's son was born three and one half months premature. Paul, was is now 10, had several health issues because of his early birth, and Hancock struggled with what to do. During those first difficult years, she said there were many times when she felt like maybe she would have been better off if she had chosen to work at a day care or somewhere that her son could have been close to her.

Not long after he was born, she was accepted to attend the

FBI National Academy in Quantico, Virginia. She wanted to go, but she didn't want to be away from her son during the 12-week academy, and she could not afford to fly home every weekend. Jefferson County Sheriff John Aubrey said he would pay for three round-trip tickets during the process, but she didn't know what she would do about the other nine weeks.

"(It's) one of those walking the middle of the lines, are you a mom, are you being selfish?" she said.

Her husband at the time did not want her to go, but she was determined to take advantage of this opportunity. Less than a month before she was scheduled to leave, Hancock won a \$5,000 raffle at a church picnic. She used the money to pay for the additional plane tickets home.

Hancock attended the academy, where she was one of 26 women in a class of 286. She said it was one of the most challenging courses she has ever been through.

Hancock said what helped her in her career was making it clear in the beginning that her son was her priority. Her agency accepted and respected that decision.

Many female officers say it is their roles as mothers that have helped them become better officers.

"I don't care how politically incorrect it is, women do have a maternal instinct," Heckel said.

Both jobs call for good communication skills, multi-tasking and split second decision-making.

"I think women's ability to think through a situation, because as mothers there's that innate responsibility on us, whether we're a mother yet or whether we're going to be, to look at all the different things that can happen, what if I do this, what if I do that, but you do it like that," Capt. Edgington said, snapping her fingers.

### What It's Like Now

Times have changed at the Paducah Police Department since Sandy Joslyn watched her application be thrown away.

There was a time when she felt like she needed to prove herself because she is a woman. A career of good police work has now done that, and she hardly even thinks about it anymore.

No longer is she assigned all of the rape or child abuse cases. Gender doesn't determine the work officers are doing.

"The men are expected to handle the sexual abuse cases just like the women, the women are expected to handle the fight calls," she said.

She said she has had a good career in law enforcement, and although it was rough at times, she doesn't think she was discriminated against.

"There's always those people out there who won't accept you regardless, and you just can't change those people," Joslyn said. "You just have to go, 'Oh, well.'"

# Bowling Green Deputy Chief Mari Harris

## Speaks to Basic Training Graduating Class

Jacinta Feldman Manning  
Public Information Officer



Mari Harris

Law enforcement is a profession of tradition, but it is the newest members of the profession that will shape the traditions of tomorrow, Bowling Green Dep. Chief Mari Harris told a group of new officers.

"Although law enforcement is rich with tradition, everyday members of the police profession are called upon to help shape the future," Harris said. "No time in history has the officer sitting next to you become so important."

Harris, a 24-year veteran of the Bowling Green Police Department, was the keynote speaker at the graduation of Basic Training Class 336 on January 23. She has served in various units, and is now the deputy chief of the agency's Field Operations Unit, where she is responsible for the Criminal Investigations Unit, Communications Unit and traffic and patrol.

"When you decided to become a police officer you made a decision to become a part of a family," Harris said in her comments to the graduates. "A decision that no matter the color of a uniform, no matter the size or location of the department, you will always cheer

when we do good and you will always feel the pain when an officer is injured or gives the ultimate sacrifice."

Throughout her career, Harris has continued her training and education in the field of law enforcement. She is a certified instructor for the Department of Criminal Justice Training, and has received training from the Southern Police Institute's Administrative Officers Course, the National Crime Prevention Institute and the FBI National Academy. In 1998, she attended the Leading, Education and Developing (LEAD) Program with the Weldon Cooper Center for Public Service at the University of Virginia. She is a part-time instructor for the Sociology Department at Western Kentucky University.

Harris received a bachelor's degree in Police Administration in 1978 and a master's degree in Criminal Justice in 1991 from Eastern Kentucky University.

She encouraged the newly certified law enforcement officers to not let their training and education stop with graduation.

"It would be a disservice to this outstanding academy for your thirst of knowledge to end today," she said. "You have now become the most visible form of your city's government. You have now become your community's expert in public safety."

## Calendar

March

- 8-10: "Traumas of Law Enforcement" training presented by COPS and Dept. of Justice, Providence, Rhode Island, <http://www.nationalcops.org/forms>
- 22-24: "Traumas of Law Enforcement" training presented by COPS and Dept. of Justice, Omaha, Nebraska, <http://www.nationalcops.org/forms>
- 26: DOCJT, Basic 339 graduation

April

- 2: Telecommunications Academy for Non-Terminal Agency graduation
- 5: Academy of Police Supervision graduation
- 8: ECU Distinguished Lecture Series, David Friedrichs, Department of Sociology and Criminal Justice, University of Scranton, "White Collar Crime and Globalization" Stratton 434, 3:30 – 4:45
- 12: ECU Distinguished Lecture Series, Dr. Helene White, Center for Alcohol Studies Program, Rutgers University, New Jersey "Alcohol and Violence" Stratton 434, 3:30 – 4:45
- 23: DOCJT, Basic 340 graduation

May

- 3: Academy of Police Supervision graduation
- 5-6: KLEC meeting, Embassy Suites/Louisville
- 7: Telecommunications Academy graduation
- 10: Kentucky Law Enforcement Memorial ceremony
- 14: DOCJT, Basic 341 graduation

# Female Instructors Bring Diversity to the Classroom

*Carolyn Schaefer, Procedures Development Coordinator  
Deputy Commissioner's Office*

In 1973 there were no female instructors at the Department of Criminal Justice Training. The following year the agency hired its first female instructor, and today it has 17. These instructors are certified to teach all aspects of law enforcement, such as firearms, traffic law enforcement, intro to law enforcement, hostage investigations, supervision, legal, driving/vehicle operations, narcotics/dangerous drugs, defensive tactics, physical fitness, breath testing, criminal investigations, fingerprinting, LINK/NCIC and telecommunications. They bring an array of expertise in many law enforcement areas.

Paving the way for these women was Donna Morton, DOCJT's first female instructor. Coming from the Lexington Police Department, Morton earned her master's degree in law enforcement. She began her teaching career with the agency in 1974. She started in Basic Training and later moved to Communications.

There have been numerous changes through the years. Females are teaching law enforcement officers in all areas and are receiving praise from the recruits as well as supervisors. Mike Leaverton, supervisor of the Basic and Advanced Skills Vehicle Operations Training Section, says in the seven years that he has been at DOCJT he has never seen any reluctance by the recruits to accept a female officer in his areas of driving or firearms.

David L. Parsons, an officer with the Lebanon Police Department and special projects officer for Class 336, said he enjoyed learning from the female instructors while he was in the academy.

"As my class coordinator, Ms. Plunkett took us in as raw, nervous, and anxious recruits. She demonstrated a high level of confidence, established a great rapport, and was very informative. Throughout the training she has continued to provide great leadership, she was always eager to answer questions and is a wonderful resource for students



*Firearms and driving instructor Carrie Folsom works with a recruit during firearms training.*

JACINTA FELDMAN MANNING/DOCJT

who need advice on issues that affect them as police officers," he said. "A couple of other very good examples of female instructors are Ms. Cindy Hale and Mrs. Carrie Folsom. Ms. Hale taught narcotics identification. She didn't just go over the basics and send us on our way. She incorporated a wealth of knowledge born of her personal experiences in law enforcement, meshed them with the lesson plan and taught them to us in a way that would be highly beneficial long after we graduate. Mrs. Folsom proved that any myths about female drivers are just that, myths. Her skills both

as a teacher and a driver have more than earned my respect as well as helped to make me a better driver. These women are great examples that female instructors in law enforcement not only provide the same level of expertise, competency and professionalism as their male counterparts, they bring an insight to law enforcement training that only a female perspective could give."

Seven of the female instructors were former sworn officers before coming to DOCJT. They bring their experience and background to the classroom.

Cindy Hale began her career with Eastern Kentucky University Campus Police before coming to DOCJT in 1986.

"I consider it a privilege everyday to be able to have the job that I not only enjoy, but find very rewarding. My initial involvement as a field training officer ignited a passion in me to see officers develop their law enforcement potential. My desire to be involved in the area of law enforcement training has never diminished but only increases with time," she said.

Carrie Folsom graduated from Western Illinois University with a bachelor's degree in Law Enforcement and Criminal Jus-



tice Administration. She began her career at the Kentucky Horse Park Mounted Police where she worked for four and a half years learning the ropes of law enforcement. She also worked as an investigator for Alcoholic Beverage Control for three and a half years before joining DOCJT as an instructor.

"When I was hired as a female instructor, I didn't expect any special treatment and I didn't get any special treatment; they just treat me like one of the guys," Folsom said. "I love my job as an instructor; this agency has such a positive attitude, the recruits are positive, and with teaching, I get positive feedback."

The number of females continues to grow. The agency hired its two most recent new female instructors at the end of 2003. Patti Hamblin joined DOCJT in November, and is an instructor with the Basic and Advanced Vehicle Operations Section. She served as a police officer in New Haven, Connecticut for 10 years. She brings with her, experience that includes work in the narcotics unit, sexual assault unit, supervisor of the warrant squad, patrol supervisor and five and a half years as a member of the bomb squad.

Natalie Marinaro joined the agency in December as an instructor in the Professional Development Branch, Investigations Section. Marinaro worked six and a half years at Lexington Metro; the last three years were spent in the homicide investigations unit.

Women are not only teaching at the academy, they are leading also. There are three female section supervisors.

Karen Cassidy worked for the Mt. Sterling Police Department and began teaching firearms at DOCJT in 1986. After working 16 years in Basic Training, Cassidy is now the supervisor of the Patrol/Traffic Section in the Professional Development Branch.

"I think it is very important for students to see a diverse group of individuals as instructors," Cassidy said. "I have always felt accepted as a female instructor and as a supervisor here at DOCJT. A person is accepted on his/her qualifications and abilities at this agency and they are given all the opportunities to succeed through supervisory courses."

The agency also has seven female instructors in the telecommunications sections, which are both led by females.

In the thirty years since Donna Morton joined the department, many things have changed and much has been accomplished. Commissioner John Bizzack has been instrumental in guiding the agency's success and accomplishments during the last seven and a half years.

"The evolution of effective law enforcement training has been accelerated in Kentucky by the positive contributions made by female instructors at DOCJT. It is essential that leadership continually recognize not only the need for more female representation at instructor levels, but in the overall management structure as well," Bizzack said.

## **DOCJT's Female Instructors**

### **Basic Training Branch**

#### **DUI Enforcement**

Patty Davidson

#### **Evaluation**

Stella Plunkett

#### **General Studies**

Cindy Hale

#### **Physical Training**

Gina Smith

#### **Basic & Advanced Skills Vehicle Operations**

Patti Hamblin

#### **Basic & Advanced Skills Firearms**

Carrie Folsom

### **Professional Development Branch**

#### **Investigations**

Natalie Marinaro

#### **Legal Training**

Shawn Herron

Kelley Shelton

#### **Patrol/Traffic**

Karen Cassidy

#### **Telecommunications**

Patricia Carter

Margaret Johnson

#### **Advanced Telecommunications**

Amanda Basham

Elyse Christian

Betty Godsey

Imelda Price

Kimberly Rogers

## A Tale of Two Women

### Female Recruits Excel in Many Areas of Basic Training

Jamie Neal  
Public Information Officer

Angela Walter and Sue Mudd wanted to be police officers.

After being hired by their departments, the Northern Kentucky University Department of Public Safety and the Springfield Police Department, respectively, they were sent to Richmond for 16 weeks of basic training at the Kentucky Department of Criminal Justice Training.

When the two women arrived, they found themselves sharing the same status as every female who chooses law enforcement as a career – Minority.

Walter, 30, and Mudd, 43, were the only females among the 23 recruits who made up Basic Training Class 335, which graduated in December.

Mudd is no stranger to training in a male-dominated field – she served in the Navy and Naval Reserves – but she said that while she was treated the same as men in Class 335, “it was pretty awkward the first of couple of days” being one of the only two women in her class.

As in any class, there were personality differences among all of the recruits, male and female, but standing out as the minority dissipated as the weeks progressed and the class worked together, Mudd said.

“I’ve done all the dirty work myself. I picked up shells with the guys, picked up cones with the guys. I’ve never asked for special treatment,” Mudd said. “I don’t think they have a problem with me at all because of that. I make an effort because, who am I? They’re here just as much as I’m here. When they’re miserable, I’m miserable. We’re all miserable together. If we’re happy, we’re happy together.”

Since 1999, when the DOCJT began keeping track of recruit demographics, 50 of 71 basic training classes and two of four Police Corps classes have included women cadets. Of those 50 basic classes, 21 of them had one female recruit, 18 of them had two women recruits and 11 had more than two. Police Corps 3 had four female cadets and Police Corps 4 had two.

The academy had the closest female to male ratio in 2000, when Class 294 had five women recruits and 19 men.

Walter and Mudd are among the 102 women who have graduated from basic training since 1999. Those women make up about 6 percent of the total number of graduates. During that same time, 1,678 men graduated.

“I welcomed them,” said Rob Minter, who graduated with Mudd and Walter and is now an officer at the



JAMIE NEAL/DOCJT

*Recruits Angela Walter, left, and Sue Mudd pray in front of the Kentucky Law Enforcement Memorial after their graduation from Basic Training Class 335 in December.*

Cincinnati/Northern Kentucky International Airport. “I know many women can do the job I can do, if not better. I’m surprised there’s not more in these classes.”

As a woman surrounded by mostly male counterparts, training for a job that has historically been a man’s, Walter said she felt she had to work harder than the men.

“I think we (women in law enforcement) think we feel like we have something to prove,” she said. “We’ve got to prove to these guys that we deserve to be here, and that we can do the job.”

“We’re going to do everything we can to, I don’t want to say stand out, but just to do our best and to make these guys understand that I can do this job just as well as you can, and I deserve to be here just as much as you do,” Walter said. “Matter of fact, in some situations even – in this class – I deserve to be here more than you do.”

The women’s efforts in their courses were evident in their results: Walter received the Academic Achievement Award by earning the highest score in her class, a 96.8 percent. Mudd was fourth with a 93.8 percent. Those scores do not include their performances in skill classes such as firearms, which are graded pass-fail.

During the exit test to meet Peace Officer Professional Standards, Walter broke the record for female sit-ups with 62,

which ties with the male record for the number of sit-ups in one minute. She earned an overall score of 81.8 percent, earning her the Fit for Duty Award, which requires 80 percent. Mudd neared that with a 78 percent.

Mudd's teamwork skills came through during an exercise that required the recruits to stand as close as possible on a platform, instructor Bruce Rawlings said. Mudd, who is a petite 5 feet 5 inches tall and 120 pounds, squatted, surrounded by the legs of her fellow recruits, so that she wouldn't take room in the middle.

The two women recruits, now officers, of Class 335 also said they think that they were more attentive in class than the men.

Walter was especially driven to excel in the academy since she had to leave her former Police Corps 4 cladd after 16 weeks due to a knee injury.

Her experience in Police Corps gave Walter a taste of how some male recruits reacted to females in their class, she said. With that knowledge, she decided not to nominate herself for class leader at the beginning of her 16 weeks with 335.

"I knew that they wouldn't want to listen to me," she said.

Instead, she became Honor Code Officer, whose duties include making sure the recruit class is following the academy rules.

After a couple of weeks, Walter stepped down from the position after, she said, many of her classmates called for her to do so, and she realized she couldn't be effective with no one listening to her. She said she believed it was a combination of her being a woman and having a strong personality.

"They just didn't want me to tell them what to do," she said. "They didn't like hearing it from me. Honor Code and being female."

As the Springfield Police Department's first female officer, Mudd said she faced additional pressure to do well in the academy.

"The whole town knows me. I'm going to be the first female police officer, so it's like I had this thing I had to step into that's like more pressure, which most of the time here I didn't think about that but when things weren't going well, like on firearms, I'm like 'Oh my gosh, I've got to pass this,' " she said.

Mudd struggled with firearms, and practiced to prepare for testing. After she completed her last shot at a practice session and scored an 82, a fellow recruit, Kaelen Matthews of the Nelson County Sheriff's Office, took a look at her bullet-riddled target.

"Not bad Mudd," he said.

Some of their male classmates rallied on Mudd and Walter, as they did their fellow male recruits, during the 16 weeks.

"Because they're classmates, not because they're women," Minter said.

However, Mudd said being one of the only females in her class left her craving more support at times.

"As a female I feel a little bit isolated, and there's not a big support system, and I guess we need that," she said. "Guys have camaraderie. It doesn't take much support for a guy, but women need a little higher level of support, and when you don't have that and something happens that's rough or you have a hard day, where do you go? You go hide in your room because you can't show your emotions to the guys because that's considered weak."

Every male recruit in 335 who was asked to comment on women in law enforcement said that what females lack in physical strength compared to men, they have in another vital skill: Communication.

"I think women know how to talk to people better than men," Christopher Flener of Central City Police Department said. "I think they listen better. Some guys, we've got that macho thing. I think they are more open-minded than we are and pay more attention to detail than we do."

That makes women peace officers especially valuable in situations involving domestic violence and children, Jermaine Kilgore of the Campbellsville Police Department said.

Mudd and Walter agree that women are at a disadvantage in confrontations with strong men, but they are armed with defensive tactics and their communication skills, which can keep a bad situation from escalating.

"I don't have to fight to prove I'm a man," Mudd said, laughing.

With a class full of men, the traditional roles, like holding the door open for a woman, do sometimes appear.

"The vast majority of them will do things like hold the door and let me go first, and sometimes I tease them," Walter said. "I'm like 'Get through the door. Quit holding the door for me.' Most of the time though I just say 'Hey, thanks.' Most of them are polite. As far as the classroom setting or whatever, yeah, I'm pretty much treated like one of the rest of them."



JAMIE NEAL/DOCT

*Angela Walter, one of two females in her recruit class, discusses some graduation issues with recruit Brian Allen.*



## Recruiting & Retaining Women

### A Self-Assessment Guide for Law Enforcement

*Bureau of Justice Assistance Bulletin*

Under a grant from the U.S. Department of Justice, Bureau of Justice Assistance, the National Center for Women & Policing (NCWP) developed a self-assessment guide to assist agencies seeking to recruit and retain positions. The resulting publication, “Recruiting & Retaining Women: A Self-Assessment Guide for Law Enforcement,” is designed to help federal, state and local law enforcement agencies examine their policies and procedures to identify and remove obstacles to hiring and retaining sworn and civilian women employees at all levels within the organization. It also provides a list of resources for agencies to use when they plan or implement changes to their current policies and procedures. The guide promotes increasing the number of women at all ranks of law enforcement as a strategy to strengthen community policing, reduce police use of force, enhance police response to domestic violence and provide balance to the workforce. Research conducted in the United States and internationally demonstrates that women police officers use a style of policing that relies less on physical strength, can effectively de-escalate potentially violent confrontations, are less likely to become involved in the use of force and respond effectively to violence against women.

This bulletin provides a brief overview of the information and resources available in “Recruiting & Retaining Women: A Self-Assessment Guide for Law Enforcement.” Each chapter of the guide contains the following sections:

#### Statement of the Problem

Administrators must understand the issues involved in hiring and retaining women before they can improve or implement new policies and procedures. In this section, the most common problems found in law enforcement agencies are discussed in detail to help agencies gain a more thorough understanding of the obstacles that exist to hiring and retaining women.

#### Legal Issues

This section alerts administrators to issues involved in the hiring and retaining of women that may require legal input and review. Because employment law is frequently the subject of litigation and collective bargaining agreements, all changes to personnel policies and procedures should be reviewed with legal counsel before implementation.

#### Possible Solutions, Model Policies and Practices

This section provides solutions that may help agencies remove obstacles to hiring and retaining women. The detailed suggestions give practical guidance about each issue discussed in the problem

statement. Whenever possible, the guide includes descriptions of model policies being used by law enforcement agencies.

#### Expert Assistance, Reference Materials, Contact Persons, and Other Useful Information

References, resources and names of persons or agencies with pertinent expertise and innovative programs are provided. In addition, a complete bibliography of related articles is included at the end of the guide. Any future updates on innovative programs and model policies, contact information and bibliographies will be provided on NCWP’s Web site at [www.feminist.org/police/ncwp.asp](http://www.feminist.org/police/ncwp.asp).

#### Checklist

A comprehensive checklist at the end of each chapter provides an overview of the steps involved at each stage of the self-assessment process. At a glance, users of the guide can determine whether they have reviewed key policies and practices that have an impact on each major area of agency operations being assessed.

#### Hiring and Retaining Women: The Advantages to Law Enforcement Agencies

Nationwide, law enforcement agencies are confronting enormous challenges in recruiting qualified candidates, yet traditional recruiting strategies frequently overlook an entire pool of potential applicants - women. The number of women in law enforcement has remained small and the rate of increase slow. Recent surveys show that only 14.3 percent of sworn personnel are women, with an annual increase of only 0.5 percent over the past several years.<sup>1</sup> Law enforcement today is facing a crisis of public confidence and trust. Highly publicized incidents of police use of excessive force have generated headlines in cities around the country. Police brutality and corruption lawsuits are costing taxpayers millions of dollars each year, and the frequency and associated costs of such incidents are increasing. Concurrently, police leaders and executives are under pressure to implement community- or service-oriented policing, transforming the very nature of the relationship between law enforcement and the communities it serves. Nationwide, communities are demanding that law enforcement agencies take a more modern approach to policing that emphasizes communication and cooperation with citizens and community involved problem solving.

When reviewing this information, one may wonder, “What does all of this have to do with hiring and retaining more women?” Research conducted both in the United States and internationally

clearly demonstrates that women police officers use a style of policing that relies less on physical force. They are better at defusing and de-escalating potentially violent confrontations with citizens and are less likely to become involved in incidents of excessive force. Additionally, women officers often possess better communication skills than their male counterparts and are better able to facilitate the cooperation and trust required to implement a community-policing model. Thus, hiring and retaining more women in law enforcement is likely to be an effective means of addressing the problems of excessive force and citizen complaints.

Increasing the representation of women on the police force should address another costly problem for police administrators—the pervasive problem of sex discrimination and sexual harassment - by changing the climate of modern law enforcement agencies. Finally, female officers often respond more effectively to incidents of violence against women - the single largest category of calls received by local police agencies nationwide.

### **Assessing a Law Enforcement Agency**

Many approaches can be used to conduct an assessment of a law enforcement agency. To conduct a comprehensive assessment, sufficient resources must be allocated and as many women as possible from all ranks within the agency should be involved in the assessment process. The guide offers practical advice on establishing a process to assess an agency on issues that pertain to recruiting and retaining women and recommends different approaches to assessment and who should be involved in the process.

### **Developing a Job Description**

Many job descriptions for law enforcement officers are outdated and do not reflect the knowledge, skills and abilities needed for a community-policing model. To develop the best job description for law enforcement officers, law enforcement agencies should emphasize the value that the organization places on community policing and detail the skills and duties required to successfully implement community-policing practices. For example, the job description should highlight skills such as the ability to de-escalate violent situations, communicate with diverse groups of people, mediate disputes and collaborate with other government and social service agencies to solve problems.

### **Recruiting Quality Candidates**

Nationwide, law enforcement agencies are having difficulty recruiting women in large part because recruiting programs have not focused specifically on finding quality women candidates. Following are a few of the suggestions presented in the self-assessment guide to help agencies improve their recruiting programs. The guide is far more comprehensive. Agencies that wish to increase their numbers of women officers are encouraged to read the guide in its entirety.

### **Develop an Effective Recruiting Program**

To successfully increase the number of women in policing, law enforcement agencies should develop a specific plan of action that

targets women in the recruiting process and emphasizes the agency's desire to significantly increase the number of women in its ranks. The self-assessment guide contains many recommendations to help achieve this goal, including forming a recruitment committee and designing recruitment posters that feature women.

### **Use the Media to Increase Recruitment**

Agencies should undertake activities that maximize media attention and exposure for the department's efforts to recruit more women as law enforcement officers. The guide offers many suggestions on how to get the desired media exposure, including maintaining a Web site, advertising in publications with high female readership and hosting career fairs or open houses that allow women to learn more about the job.

### **Monitor Recruitment Efforts.**

Once a recruitment program is implemented, staff should continually monitor and evaluate it to determine what works and what changes may need to be made. To effectively monitor and evaluate recruitment efforts, the employment application for law enforcement officers should contain questions about how the applicant learned about the position. Careful data should be kept to determine which pieces of the recruitment plan are successful.

### **Remove Obstacles in the Selection Process**

In addition to broadening outreach activities to attract more women applicants, agencies must examine their selection processes to identify and remove obstacles that have had an adverse impact on the hiring of women. With appropriate data collection, it is easy to discover where women are being "washed out" in the hiring process and identify which aspects of the process should be examined for gender bias. Improving the testing process that each applicant must complete will help agencies select the best candidates for positions as community police officers and will protect agencies from discrimination lawsuits.

### **Areas of the selection process that should be examined include:**

#### **Physical testing**

Entry-level physical ability tests are often outdated, are not job-related and test for physical requirements not needed to perform the job of a modern law enforcement officer. Test developers should carefully and thoroughly evaluate the physical duties to be performed by law enforcement officers.

#### **Written Examinations**

As a group, women usually do quite well on written examinations. However, these tests may have an adverse impact on women and men of color and, if they do, the agency must demonstrate that the questions are job-related and are being asked to predict job success. Legal and testing experts should be consulted when agencies design or revise written examinations.

### Oral Interviews

The structured oral interview is an area in which gender bias may manifest itself and have a negative impact on women. The oral interview panel should be gender and racially diverse and include members of the local community. Sworn and civilian law enforcement employees also may be used as panelists. All raters should be supportive of women in policing and thoroughly trained in the rules of the interview process. The questions developed for the oral interview should test for the skills and abilities needed for community policing, including the ability to work with all types of people, de-escalate violence, mediate disputes and solve problems. The same questions should be asked of each candidate, regardless of whether the candidate is male or female.

### Background investigations

A good background investigation is crucial to hiring the right person. Background investigators should have a thorough understanding of the types of persons the chief executive of the law enforcement agency wants to hire. The self-assessment guide provides information on how the background investigation process can be improved to ensure that candidates are thoroughly and fairly screened. Some of the procedures covered in the guide are:

- Screening and training background investigators
- Screening applicants for gender bias
- Screening applicants for the skills needed for domestic violence calls and the propensity to use violence

### Designing Quality Recruit Academies and Field Training Programs

Biased training academies and field training programs can wash out a large number of women recruits. The boot camp model of training should be replaced with training that is based on adult learning techniques. Studies have shown that adults respond best to training that is varied in presentation such as video, lecture and role-playing. Experts in adult learning should be consulted and should assist in developing effective training programs. The guide discusses how to do the following:

- Establish a training committee
- Develop a training curriculum
- Select academy instructors
- Develop a physical fitness and skills training program
- Train recruits in the use of firearms
- Maintain a harassment-free work environment
- Select field training officers (FTOs)
- Review the field training program and its officers
- Monitor the progress of recruits

### Mentoring To Increase Retention

Because women continue to be underrepresented in law enforcement, they face additional challenges. Most significantly, sexual harassment and gender discrimination continue to be key reasons women cite for leaving law enforcement. Women report

that they often feel isolated when they join the department and have no one to whom they can turn for advice or support. Mentoring programs can assist in the retention and promotion of female employees. The goal of creating such programs is to cultivate one-to-one partnerships between new and veteran officers that will encourage employees to reach their fullest potential as law enforcement professionals.

### Valuing Civilian Employees

In most law enforcement agencies, a large percentage of the civilian employees are women. Law enforcement agencies need to be aware of employment issues facing these employees. For example, promotional opportunities have frequently been limited for civilian personnel and should be expanded at every opportunity, including consideration of qualified candidates for sworn positions. Other possible solutions and incentives include ensuring equal pay and benefits, using inclusive language when speaking to both sworn and civilian members, and including civilian members in training programs designed for sworn members.

### Implementing Family-Friendly Policies

Many law enforcement administrators are worried about retaining qualified women officers. When one study examined why women left the Canadian police force at almost twice the rate of men, women cited family-related issues (i.e., pregnancy and childcare) as the main reasons they left policing. The first step a department can take is to develop a comprehensive policy regarding pregnancy and childcare issues. A department's policy should cover the following areas:

- Eligibility for and duration of pregnancy and childcare leave
- Light duty
- Range qualification
- Uniforms
- Disability insurance and paid leave benefits

### Monitoring Performance Evaluations

Performance evaluation systems are often problematic for law enforcement agencies. Many agencies that have adopted community-oriented policing have not yet updated their performance evaluation systems. Therefore, officers may be evaluated on behaviors that differ from the desired behaviors. Because performance evaluations are frequently used as the basis for making decisions on transfers, specialty assignments, and promotions, a fair and unbiased evaluation system is essential to a law enforcement agency. Possible means of creating such a system include determining what performance skills should be evaluated, determining how those skills should be measured, setting performance goals and reviewing evaluations for bias.

### Assignments and Promotions

Many law enforcement officers pursue assignments to specialty units. Not only do these assignments provide new challenges and duties, they also help broaden the officer's experience and enhance



promotional opportunities. For those reasons, assignments can be an area in which discrimination occurs. Two main areas of concern exist regarding promoting women in law enforcement. First, the promotional process and criteria may be biased against women. Second, women may choose not to apply for promotions. To encourage women to seek promotions, agencies should actively recruit and promote women through promotional processes that are fair and unbiased and ensure that the agency has family-friendly programs in place. A review of the entire promotional process should be undertaken to identify where women are eliminated or rated lower than men.

### Preventing Sexual and Gender Harassment, Discrimination and Retaliation

Sexual harassment is prevalent in most law enforcement agencies. Studies have found that 60 to 70 percent of women officers experienced sexual/gender harassment. Interestingly, only 4 to 6 percent of these women ever reported the harassment. This lack of reporting can be directly attributed to the code of silence in law enforcement agencies and the severe retaliation that occurs when women report misconduct. Agencies need to have strong policies and directives that prohibit such conduct, directives for immediate investigation of allegations of unlawful acts, and appropriate disciplinary measures in place in case such allegations are substantiated. The guide outlines in detail what measures should be taken and how personnel should be trained to prevent such activities in the workplace.

### Ensuring Impartial Internal Investigation and Discipline Systems

An effective and fair internal investigation system is crucial to maintaining the credibility and responsiveness of law enforcement. Most law enforcement agencies have a system for receiving and investigating complaints of officer misconduct. Unfortunately, the very systems that are established to investigate officer misconduct have the potential to be misused as tools to harass or retaliate against employees. Women officers have reported that when they filed complaints of discrimination or harassment, they became subsequent targets of internal investigations based on complaints that were often anonymous or false. To prevent such incidents from taking place, law enforcement agencies should have written guidelines that clearly spell out the process for reporting and investigating allegations of misconduct. Safeguards must be built into the investigation process to prevent retaliation against persons who report misconduct.

### Developing Effective Awards and Recognition Programs

Many law enforcement agencies use award programs to motivate their employees. Traditionally, recognition is given only for heroism or for solving a major crime case. Some agencies give awards to employees who have been part of successful, innovative programs. Very few agencies give awards or recognize employees whose work reflects the principles of community policing. Even

fewer agencies recognize those that maintain a workplace free of harassment and discrimination, mentor women and minorities, or increase the diversity of the workforce. Law enforcement agencies can use the issue of awards and recognition as an opportunity to gain employee and community input. A diverse committee should be established to develop criteria for formal awards. The following are examples of ways to recognize employees who support community policing and diversity in the workplace:

- Assign the employees to highly desirable positions
- Select personnel for special training programs or conferences
- Promote people who have demonstrated an understanding of and support for the concepts of community policing

### Assistance Available to Law Enforcement Agencies

To assist law enforcement agencies that wish to increase the number of women employees in their workforce, the National Center for Women & Policing offers the following services:

A regional training seminar on recruiting and retaining women. This two-day seminar helps law enforcement agencies develop effective recruiting programs to increase the number of female employees.

Online updates to the self-assessment guide. New programs in law enforcement agencies across the country are described on the Web site and readers can gain access to the latest research about women in policing and other critical issues [www.feminist.org/police/ncwp.asp](http://www.feminist.org/police/ncwp.asp).

Onsite consulting by a team of professional law enforcement experts to help agencies identify and remove obstacles to recruiting and retaining women.

For additional information on these services, contact the National Center for Women & Policing at (323) 651-2532 or via e-mail at [womencops@feminist.org](mailto:womencops@feminist.org).

For more information about this article, please see the Bureau of Justice Assistance Bulletin on-line at <http://www.ncjrs.org/>.

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## Organizations Provide Networking Opportunities for Female Officers

### KWLEN Focuses on Kentucky's Officers

Jacinta Feldman Manning  
Public Information Officer

Lack of networking opportunities has long been an issue for female officers, but in Kentucky there is an organization to meet that need.

The Kentucky Women's Law Enforcement Network is a statewide organization that provides women a unique opportunity to network with law enforcement professionals, educators, support personnel and individuals seeking law enforcement careers across the state.

The mission of the organization, which is open to both men and women, is to create a network to promote career development for the empowerment and unity of its members.

"I think that it is a very positive type of organization," said Cindy Shain, who has served as KWLEN's vice president and was one of its founding members.

Five women, who represented law enforcement and higher education, founded the organization in 1999. It has grown since it first began, and now has more than 130 members.

In Kentucky's law enforcement community, which is made up of the mostly small, rural agencies, there are often not many opportunities for women in the field to meet.

"That doesn't provide you a lot of opportunity for mentoring for another woman, not that women can't be mentored by men because they can and sometimes those relationships are really good, but those relationships aren't as easily found," said Kay Scarborough, another of the organization's founding members. "That's why organizations like the Kentucky Women's Law Enforcement [Network], especially in states like Kentucky, are very important.

Scarborough said there are national organizations for female officers, but often it is costly to attend their conferences and functions. Having a statewide organization brings the networking opportunities to officers at agencies that could not afford to send them on a long trip, she said.

KWLEN offers training and an annual conference for its members. The conferences provide an opportunity for women from law enforcement agencies across the state to meet and discuss issues affecting their profession.

"It's an enjoyable experience because you get to trade experiences and stories from other officers from across the state," said Lexington Lt. Kelli Edwards, the 2003 KWLEN president.

### Women in Law Enforcement Resources

**International Association of Women Police**, [www.iawp.org](http://www.iawp.org)

The IAWP was founded in 1915 in Los Angeles. In 1962, the IAWP began holding Annual Training Conferences. The organization's mission is to strengthen, unite and raise the profile of women in criminal justice internationally. Today this growing group of law-enforcement officers works together and strives to increase professionalism in police work, further the use of women in law enforcement/police service and provide a forum for sharing developments in police administration. IAWP welcomes all women and men in the criminal-justice field, regardless of rank, assignment or department affiliation.

**National Association of Women Law Enforcement Executives**, [www.nawlee.com](http://www.nawlee.com)

The National Association of Women Law Enforcement Executives is the first organization established to address the unique needs of women holding senior management positions in law enforcement. NAWLEE is a non-profit organization sponsored and administered directly by law enforcement practitioners. Its mission is to serve and further the interests of women executives and those who aspire to be executives in law enforcement. The general purpose and mission of the National Association of Women Law Enforcement Executives, Inc. shall be to promote the ideals and principles of women executives in law enforcement; to conduct training seminars to train and educate women executives in law enforcement; including but not limited to the areas of leadership, management, and administration; to provide a forum for the exchange of information concerning law enforcement and generally fostering effective law enforcement. These activities are neither all inclusive nor mandatory; however, the association shall not engage in a business of a kind ordinarily carried on for profit.

NAWLEE also provides mentoring opportunities for women in mid-level management positions and those new to senior management positions and senior management roles. NAWLEE provides opportunities for men and women in senior management positions to better understand how to retain and mentor women in their organizations.

**National Center for Women and Policing**, [www.womenandpolicing.org](http://www.womenandpolicing.org)

A division of the Feminist Majority Foundation, the National Center for Women and Policing (NCWP), promotes increasing the numbers of women at all ranks of law enforcement as a strategy to improve police response to violence against women, reduce police brutality and excessive force and strengthen community policing reforms.

The National Center for Women & Policing has been working since 1995 to educate criminal justice policy makers, the media and the public about the impacts of increasing the representation of women in policing. The agency's goals include ensuring that gender is always considered during the analysis of contemporary policing issues, and that law enforcement agencies strive for gender balancing their departments.

## Campbellsville P.D. Names Woman as 'Officer of the Year'



Patricia Skeens

The Campbellsville Police Department named Patricia Skeens as its Officer of the Year for 2003. Skeens, 42, is the only female officer in the department and the first woman to ever be chosen the agency's Officer of the Year.

Campbellsville Chief Bill Cassell said Skeens is deserving of the department's top annual award.

"When we interview police applicants," he said, "we always ask why they want to be a police officer. They all say they want to help people ... Detective Skeens meant it."

A decade ago, Skeens was a single mother in Elkhorn City, raising two teen-agers. She worked as a waitress in a restaurant, with a group of regular customers including a state police detective and the city's police chief.

Skeens said one morning during the breakfast rush she made a comment about the city's police department and the chief, Aaron Kidd, looked at her and said, "You think you can do better?"

"I told him, 'Yes!' He stomped out ... but five minutes later he came back and threw down an application," she said. "It was 'put up or shut up.'"

Skeens was an officer at the Elkhorn City Police Department before being hired at the Pike County Sheriff's Office, and then the Lancaster Police Department. When Cassell, who was the Lancaster chief at the time, moved to Campbellsville as chief, he asked Skeens to apply there, and she did. She has been there for four years.

Skeens said she owes her career in law enforcement to the men who first helped her in Elkhorn City.

"They saw past the fact that I was a waitress, and they saw what I could be," she said. "They took a waitress and made her a police detective."

*Information and excerpts for this article were taken from the Central Kentucky News Journal*

*KLEN staffer, Jamie Neal, talked to some women about being law enforcement officers. This is what they had to say:*

"Being a female is an asset a lot of times. When you go on calls and people are irate, you can talk to them. A lot of times I'm able to talk and diffuse the situation better than a male can."

Officer Kelly Rager, Madisonville Police Department

"I think the skills women have, which is usually communication, and the males have as the enforcers – we balance each other out."

Officer Shannon Garner, Lexington Police Department

"In high school I took typing and shorthand, and I didn't see myself in an office position. It was either police work or firefighting."

Officer Nancy Huebener, Cincinnati/Northern Kentucky International Airport Police Department



# Why Discovery is Important in Criminal Cases

*Eddy F. Montgomery, Commonwealth's Attorney  
28th Judicial Circuit*



*Eddy F. Montgomery*

As the Commonwealth's attorney for the 28th Judicial Circuit, it is my responsibility to prosecute all felony cases in Pulaski, Lincoln and Rockcastle counties. All felony cases are prosecuted in circuit court.

Most felony cases reach circuit court by way of the grand jury. The standard manner by which this is accomplished is that the investigating officer will present the case to the grand jury. The grand jury will then issue an indictment or a no true bill.

Once the case is indicted, it is a circuit court case. This is the point where some of the problems between the police and the prosecutor can occur. Many officers feel that their job is complete after the case has been indicted. However, for the prosecutor, the case has really just begun. The process in circuit court may take a month or it may take years, depending on the case or the judicial circuit. Regardless of the judicial circuit or the prosecutor, the case will move faster if discovery is done quickly and completely.

What is discovery? Black's Law Dictionary, Fifth Edition, says, "In a general sense, the ascertainment of that which was previously unknown." In the simplest of language, discovery is how the Commonwealth informs the defendant, and more importantly, the defendant's attorney, of the evidence the Commonwealth has against the defendant. Defense attorneys cannot properly advise their clients of what to do without seeing the evidence.

The Commonwealth may have the best case in the world, but if the attorney doesn't get to see the evidence, how can he advise his client? That is, should his client go to trial or work out a plea agreement? As the Commonwealth's attorney, it is my job to provide discovery to the defendant. As such, I am governed by the Rules of Criminal Procedure (hereafter RCr.).

RCr. 7.24 and 7.26 state what must be provided in discovery. In short, it requires that the Commonwealth permit the defendant to inspect, copy or photograph any relevant

(a) written or recorded statements or confessions made by the defendant, or copies thereof, that are known by the attorney for the Commonwealth to be in the possession, custody, or control of the Commonwealth, and

(b) results or reports of physical or mental examinations, and of scientific tests or experiments made in connection with the particular case, or copies thereof, that are known by the attorney for the Commonwealth to be in the possession, custody or control of the Commonwealth.

RCr.7.24(2) makes clear that this includes official police reports. It should be noted that this does not include the officer's notes that are not part of the official report. RCr. 7.26 requires the Commonwealth to produce witness statements that relate to the subject matter of the witness' testimony.

The Kentucky Supreme Court has made it clear that the prosecutor is responsible and is assumed to know what is in the possession of the police and other state agencies. It is not an acceptable answer for prosecutors to tell the judge they didn't comply with the discovery rules because the police didn't tell them what they had in their files. For discovery purposes, the Commonwealth attorney, the police and state agencies are all considered the same. What if we don't comply with the discovery rules?

As police and prosecutors  
we have to be on the same  
team with the same goals.

Several things can happen, and most are not good for the Commonwealth. If the violation comes to light before trial, the judge can exclude the evidence. For example, if the defendant has confessed on tape and the prosecution does not provide that tape to the defense, then the defendant's confession cannot be used at trial. If the judge does not exclude the evidence then he can grant the defendant a continuance of the trial. This can result in a hardship to the Commonwealth, the witness(es) who have been subpoenaed for trial and in the administration of justice in general. The judge could also hold someone in contempt of court if it appears there has been an intentional violation of the discovery order.

If the case has started and the jury has been sworn, a violation of the discovery rules could result in a mistrial, which means the case will have to be tried another day. If there is a mistrial, it could, under some circumstances, result in double jeopardy attaching to the case,

which means the defendant can never be tried again for that crime. In a worst case scenario a murderer may go free for failure to comply with discovery rules. No one wants to be in a position of explaining to a victim's family why that murder case was lost because we failed to provide the evidence to the defendant.

The most obvious reasons for providing timely and complete discovery are really simple. The case is most likely to result in a plea if the defendant sees the evidence against him. If he hears his confession, sees the witnesses' statements that put him at the crime scene, sees the DNA or fingerprint report that nails him, he is not likely to want a trial. Even if he wants a trial, in order for the Commonwealth to use all that evidence, we have to give it to the defendant first.

To give an example, in my circuit in 2003 we won three life sentences on murder cases. Of those two were life sentences without the possibility of parole for 25 years and one was a life sentence without the possibility of parole. Only one of those cases went to a jury trial. The other two resulted in guilty pleas because the police did an excellent investigation and because we provided the discovery to the defendants so they could see that their chances at trial were slim to none.

This resulted in guilty pleas that were acceptable to the prosecutor, the police and most importantly, the victim's family. A plea saves the time and expense of a trial, and there is no appeal of a guilty plea. The one individual who wanted a trial, despite the evidence, received the most severe sentence.

That trial went off without a hitch because the discovery was provided in advance. The police can do the best job in the world investigating a crime, your circuit may have the best prosecutor in the state, but if these rules are not followed, justice may not be done.

In my circuit, the general rule is that before anyone comes to the grand jury my office will be given the entire discovery. This means lab reports, witness statements, police reports, photographs and anything else in the possession of the police or the person presenting the case.

This allows our office to present the entire discovery to the defense attorney at the defendant's first appearance in court. This generally allows us to enter a plea at the defendant's next court appearance or get a trial date.

My suggestion to any officer is that you follow these rules in your circuit regardless if the prosecutor requires it or not. It will cause you more work on the front end of the case in presenting it to the grand jury, but it will ultimately save time and will result in a prosecutor having a complete file, not a partial file. This will result in justice being done more efficiently and effectively in your circuit and the state. *As police and prosecutors we have to be on the same team with the same goals.* The first step in achieving those goals in a criminal case is providing full discovery.

## Public Safety Officer Benefits Modified by Hometown Heroes Act

*Submitted by Concerns of Police Survivors, Inc.*

The Hometown Heroes Survivors Benefits Act of 2003 (HHA), signed into law December 15, amends the Public Safety Officer Benefits Act to extend benefits to some public safety officers who die of heart attacks and/or strokes. If a public safety officer dies as a direct and proximate result of a heart attack or stroke, that officer shall be presumed to have died as the direct and proximate result of a personal injury sustained in the line of duty if:

1. that officer, while on duty
  - a. engaged in a situation, and such engagement involved non-routine stressful or strenuous physical law enforcement, fire suppression, rescue, hazardous material response, emergency medical services, prison security, disaster relief, or other emergency response activity;\* or,
  - b. participated in a training exercise, and such participation involved non-routine stressful or strenuous physical activity;\*
2. that officer died as a result of a heart attack or stroke suffered
  - a. while engaging or participating in such activity as described above,
  - b. while still on that duty after so engaging or participating in such an activity, or
  - c. not later than 24 hours after so engaging or participating in such an activity; and
3. such presumption is not overcome by competent medical evidence to the contrary.

\*Non-routine stressful or strenuous physical activities exclude actions of a clerical, administrative or non-manual nature. The HHA provision covers deaths only occurring on or after December 15, 2003. The HHA is not retroactive, and therefore it does not apply to deaths occurring before December 15, 2003.

## Reasonable Expectation of Privacy

### Search and Seizure: The Fourth Amendment and Colleges, Universities and Schools

Thomas W. Fitzgerald, Staff Attorney III  
Legal Training Section

*Author's Note: The following article deals with public colleges, universities and schools where the actions taken are by government personnel. Activity at private colleges, universities and schools may not be governed by the Constitutional standards that apply to public institutions. Personnel at private institutions should consult their legal advisers when dealing with the issues addressed herein.*

College, university and local school officials have had to deal with search and seizure issues on their campuses and property because of a plethora of problems within the educational environment. These problems include domestic and workplace violence, gang presence, the proliferation of weapons and alcohol, drugs and other substance abuse in the school environment. Whether or not to conduct a search and/or a seizure impacts upon the potential liability for the institution, as well as individual employees. The purpose of this article is to provide some helpful understanding of the constitutional implications for this type of activity for those dealing with educational environments.

The Fourth Amendment of the United States Constitution states:

"The right of the people to be secure in their persons, houses, papers and effects, against unreasonable searches and seizures, shall not be violated, and no Warrants shall issue, but upon probable cause, supported by Oath or affirmation, and particularly describing the place to be searched, and the persons or things to be seized."<sup>1</sup>

The corresponding provision from Section 10 of the Kentucky Constitution states:

"The people shall be secure in their persons, houses, papers and possessions, from unreasonable search and seizure; and no warrant shall issue to search any place, or seize any person or thing, without describing them as nearly as may be, nor without probable cause supported by oath or affirmation."<sup>2</sup>

A Fourth Amendment search or seizure only takes place when a person's "reasonable expectation of privacy" has been violated. Under Katz v. United States,<sup>3</sup> the United States Supreme Court has ruled that the Fourth Amendment protects people not places, an expectation of privacy is only reasonable where (1) the individual manifests a subjective expectation of privacy in the object of the challenged search; and (2) society is willing to recognize that subjective expectation is reasonable.<sup>4</sup> Viewed another way, item (2) depends on "whether the government's intrusion infringes upon the personal and societal values protected by the Fourth Amendment."<sup>5</sup>

What is a search and/or seizure? The first clause of the Fourth Amendment protects two types of expectations, one involving searches, the other seizures. A search occurs when an expectation of privacy that society is prepared to consider *reasonable* is infringed. A seizure of property occurs when there is some *meaningful interference* with an individual's possessory interests in that property.<sup>6</sup>

On a college or university campus a particular problem facing school officials concerns entry into dormitory rooms, or other institution-owned residential housing. The usual legal consideration is who conducts the search, as well as the reason or purpose of the search. Is a college or university dorm or institutional residential housing subject to a reasonable expectation of privacy?

The District Court for the Western District of Michigan in Smyth v. Lubbers,<sup>7</sup> held: "A dormitory room is a student's house for all practical purposes, and a student has the same interest in the privacy of his room as any adult has in the privacy of his home, dwelling, or lodging."<sup>8</sup> Smyth also held that university officials were acting as "agents of the government," rather than private individuals.<sup>9</sup> Because these officials were deemed to be governmental agents, and the institutions political subdivisions of the state, they were bound by constitutional constraints when conducting searches and seizures.

In the case of Morale v. Grigel,<sup>10</sup> the federal district court agreed that the civil rights of Morale, a student in campus housing, had been violated by *warrantless* searches by university officials, but supported the university's right to conduct searches if they are conducted for disciplinary proceedings only. "To determine the reasonableness of a search, there must be a balancing of the need to search against the invasion in which the search entails."<sup>11</sup>

Therefore, personnel of a college or university may conduct a warrantless search of a student's living quarters in student housing only when the search is conducted for the purpose of furthering the educational functions of the college, law enforcement involvement is minimal and the housing contract authorizes searches by college and university personnel.

When criminal activity is suspected and the purpose of the search is to collect evidence for the criminal prosecution, the constitutional authority to enter into a private residence was announced in Payton v. New York.<sup>12</sup> "In terms that apply equally to seizures of property and to seizures of persons, the Fourth Amendment has drawn a firm line at the entrance to the house. Absent exigent circumstances, that threshold may not reasonably be crossed without a warrant."<sup>13</sup> Simply put, entry into a private residence (i.e. a dorm room) by governmental agents (both college and university officials, as well as college and university police officers) will only be permitted with: (1) a warrant, or (2) an exigent circumstance or (3) consent.

What about hallways and semi-public areas of residential facilities? The dog sniff held constitutional in United States v. Place,<sup>14</sup> offers a more precise comparison. "The dog sniff, like the thermal imager, extracts information about the interior of an object solely from an analysis of external physical phenomena. The dog sniff, however, detects only the presence of narcotics that an individual cannot lawfully possess; the dog sniff therefore cannot reveal information about conduct or activity that an individual has a right to pursue."<sup>15</sup> (case decided before Kyllo v. U.S.<sup>16</sup>) Therefore a dog sniff from a hallway



or common area of a campus residence would not violate the reasonable expectation of privacy.

To conclude, college or university law enforcement officers should have the training and understanding that the reasonable expectation of privacy requires probable cause, and compliance with the warrant requirements or exceptions must be followed in criminal investigations.

Fourth Amendment considerations also apply to other campus locations such as desks, computers, lockers and other areas where the college or university is a governmental employer. The protection that the Fourth Amendment affords extends to both sides of public employment – the employer and employee. This necessarily depends on whether the area that is being searched is one where the employee has a reasonable expectation of privacy.

The reasonable expectation of privacy analysis is performed on a case-by-case basis. As the employer, colleges and universities who publish search-authorizing regulations have seen these “interpreted by the courts as negating a reasonable expectation of privacy on the part of the employee.”<sup>17</sup>

A pivotal case was O'Connor v. Ortega,<sup>18</sup> where the United States Supreme Court said, “Individuals do not lose Fourth Amendment rights merely because they work for the government instead of a private employer. The operational realities of the workplace, however, may make some employees’ expectations of privacy unreasonable when an intrusion is by a supervisor rather than a law enforcement official. Public employees’ expectations of privacy in their offices, desks and file cabinets, like similar expectations of employees in the private sector, may be reduced by virtue of actual office practices and procedures, or by legitimate regulation.”<sup>19</sup> The court found that Dr. Ortega had a reasonable expectation of privacy in his office, desk and file cabinets. The standard of reasonableness that the court addressed concerned only two types of employer intrusions: first, search was a noninvestigatory work-related intrusion; or second, an investigatory search for evidence of suspected work-related employee misfeasance. In the case of noninvestigatory work-related intrusion, “Government agencies provide myriad services to the public, and the work of these agencies would suffer if employers were required to have probable cause before they entered an employee’s desk for the purpose of finding a file or piece of office correspondence.”<sup>20</sup> “To ensure the efficient and proper operation of the agency, therefore, public employers must be given wide latitude to enter employee offices for work-related, noninvestigatory reasons.”<sup>21</sup>

In the circumstances of investigatory search for evidence of suspected work-related employee misfeasance, “Public employers have an interest in ensuring that their agencies operate in an effective and efficient manner, and the work of these agencies inevitably suffers from the inefficiency, incompetence, mismanagement or other work-related misfeasance of its employees. In our view, therefore, a probable cause requirement for searches of the type at issue here would impose intolerable burdens on public employees ... we conclude that a reasonableness standard will permit regulation of the employer’s conduct according to the dictates of reason and common sense.”<sup>22</sup>

The Court of Appeals for the Sixth Circuit in an Opinion Not Recommended For Full-Text Publication, involving a Kentucky case, Benders, Inc. v. Walker,<sup>23</sup> affirmed that: “It is well established, how-

ever, that an employee has a reasonable expectation of privacy in his office.”<sup>24</sup> However, the Court of Appeals for the Second Circuit found that a state police detective did not have an objectively reasonable expectation of privacy in his desk or in his state-issued patrol car, and thus search of his desk and car by internal affairs officers did not violate the detective’s Fourth Amendment rights because the state police administration and operations manual provided that the police officer’s private property located on department property or within a state-issued vehicle was subject to inspection or seizure without notice.<sup>25</sup>

The courts have held that employees have a reasonable expectation of privacy in their offices, but specific areas may not be private. Desks, file cabinets, lockers and storage areas that are shared or have common access may be deemed not to be private and subject to a reasonable search. If the employee had sole access, as in possessing the only key or placing their personal lock on a cabinet or locker, it may be deemed as private and require a warrant or exigent circumstances to gain entry by the employer.

Employees do have an expectation of privacy that is deemed private in their cars, purses, briefcases and other items that may contain personal property as well as work-related materials in the workplace.

What about the employees’ right to privacy in the workplace and the computer? Does the employer have the right to search an employee’s computer files or view the employee’s electronic mail? If the privacy issue is analyzed using the Ortega<sup>26</sup> decision, analysis would tend to suggest that the electronic mail would be considered an employer tool used by employees for work-related communications. It becomes highly likely that the Ortega<sup>27</sup> decision has the result that electronic mail will be precluded from privacy protection.<sup>28</sup>

The Circuit Court of Appeals for the Fifth Circuit addressed the issue of privacy in the workplace and the expectation of privacy when using computers in the workplace. The case of United States v. Slanina,<sup>29</sup> involved a public employee suspected of using his workplace computer to download and store pornographic materials in violation of the Child Pornography Prevention Act.<sup>30</sup> The court held that the search of the employee’s computer system did not violate the Fourth Amendment due to the fact that intrusion on the privacy interests of government employees by public employers for work-related noninvestigation purposes will be upheld if reasonable, again using the Ortega<sup>31</sup> analysis. The court found that the employee had a reasonable expectation of privacy by exerting dominion and control over his office and computer, where he had locked the door and installed personal passwords, but the search was still upheld. Part of the analysis factors that the reasonable expectation of privacy came from a lack of an employer policy concerning storage and the employers ability to monitor the employee’s computer activities. Seemingly, the more notice given by the employer, the less expectation of privacy is accorded the employee.

Within the public school systems, educators and statistics show there are increases in violent acts, gang activity, drugs, alcohol and substance abuse. The United States Supreme Court in the case of New Jersey v. TLO,<sup>32</sup> ruled on a public school search and seizure issue. The court held that the Fourth Amendment applies to searches and seizures conducted by public school officials but that the probable cause standard is not required of public school officials. School offi

cials must have reasonable cause, rather than probable cause, to justify the search of a student. Reasonableness is determined by a “two-fold inquiry: first, whether the ... action was justified at its inception, and second whether the search as actually conducted was reasonably related in scope to the circumstances which justified the interference in the first place.”<sup>33</sup> The court further held that the warrant requirement of the Fourth Amendment did not apply to school authorities.

The court said a warrantless search is permissible if the school official “has reasonable grounds to believe that a student possesses evidence of illegal activity or activity that would interfere with school discipline and order.”<sup>34</sup>

The court’s holding is a balancing of the student’s interest in privacy with the legitimate need to maintain an environment in which learning can take place.<sup>35</sup>

The facts of *TLO* were as follows: A teacher at a New Jersey high school, upon discovering respondent, then a 14-year-old freshman, and her companion smoking cigarettes in a school lavatory in violation of a school rule, took them to the principal’s office, where they met with the assistant vice principal. When the respondent, in response to the assistant vice principal’s questioning, denied that she had been smoking and claimed that she did not smoke at all, the assistant vice principal demanded to see her purse. Upon opening the purse, he found a pack of cigarettes and also noticed a package of cigarette rolling papers that are commonly associated with the use of marijuana. He then proceeded to search the purse thoroughly and found some marijuana, a pipe, plastic bags, a fairly substantial amount of money, an index card containing a list of students who owed the respondent money and two letters that implicated her in marijuana dealing. Thereafter, the state brought delinquency charges against respondent in the juvenile court, which, after denying respondent’s motion to suppress the evidence found in her purse, held that the Fourth Amendment applied to searches by school officials but that the search in question was a reasonable one, and adjudged respondent to be a delinquent.<sup>36</sup>

In the case of *In Interest of Isiah B.*,<sup>37</sup> Nathan Shoate, a Madison High School security aide, conducted the individual locker searches at the direction of Principal Jude. Using the school’s pass key, Shoate opened the lockers and visually inspected the locker interiors, moving articles to facilitate the observation. Shoate acknowledged that he also patted down coats or inspected personal articles during the course of the locker searches. Shoate conducted between 75 and 100 locker searches before he opened the locker that was later identified as Isiah B.’s. The school officials had no particularized or individualized suspicion that Isiah B.’s locker would contain evidence of law or school rule violations. Isiah B. did not have a history of prior weapon violations nor did the school officials suspect his involvement in the recent gun incidents. At Isiah B.’s locker, Shoate opened the locker, removed a coat and immediately believed it to be unusually heavy. He then patted the exterior of the coat and felt a hard object, which he believed to be a gun, in an interior pocket. Shoate immediately notified the principal. Before the principal arrived, Shoate observed the handle of a gun in the coat by pulling open the pocket. The circuit court concluded that the coat was then brought to the principal’s office where Isiah B. was confronted with it. He admitted that cocaine was also in the coat. Testimony in the trial transcript indicates that

the cocaine was discovered prior to the time Isiah B. came to the office. Shoate testified that cocaine was discovered “[a]fter looking into the coat a little further in the principal’s office.” He indicated that cocaine was located underneath the gun in the pocket. Principal Jude testified that he knew that the cocaine was in the pocket before questioning Isiah stating: “I could see it. I could see it in the same pocket [as the gun].”<sup>38</sup> The circuit court also indicated that evidence was introduced, including a Milwaukee Public School Handbook, to indicate, “it is announced school policy that lockers are the property of the school system and subject to inspection as determined necessary or appropriate.”<sup>39</sup>

Because the school had the locker policy, the court held that Isiah B. had no reasonable expectation of privacy and hence there was no Fourth Amendment violation.<sup>40</sup>

*Board Of Education Of Independent School District No. 92 Of Pottawatomie County v. Earls*,<sup>41</sup> decided in 2002, concerned drug testing. The court reviewed “the school district’s policy for reasonableness which is the touchstone of the constitutionality of a governmental search. In the criminal context, reasonableness usually requires a showing of probable cause. The probable cause standard, however, is peculiarly related to criminal investigations and may be unsuited to determining the reasonableness of administrative searches where the government seeks to prevent the development of hazardous conditions. The court has also held that a warrant and finding of probable cause are unnecessary in the public school context because such requirements “would unduly interfere with the maintenance of the swift and informal disciplinary procedures [that are] needed.”<sup>42</sup>

“Significantly, this court has previously held that special needs inhere in the public school context. While schoolchildren do not shed their constitutional rights when they enter the schoolhouse, Fourth Amendment rights ... are different in public schools than elsewhere; the reasonableness inquiry cannot disregard the schools’ custodial and tutelary responsibility for children. In particular, a finding of individualized suspicion may not be necessary when a school conducts drug testing.”<sup>43</sup>

The court pointed out that “A student’s privacy interest is limited in a public school environment where the state is responsible for maintaining discipline, health and safety. Schoolchildren are routinely required to submit to physical examinations and vaccinations against disease. Securing order in the school environment sometimes requires that students be subjected to greater controls than those appropriate for adults.”<sup>44</sup>

Therefore, school officials, excluding law enforcement officers, could justify a search of a student upon reasonable and individualized suspicion that the search [would] turn up evidence that the student has violated or is violating the law or rules of the school. What should not be done is the strip search of a student. While historically there have been cases decided by the Kentucky courts and the Court of Appeals for the Sixth Circuit approving a strip search, the Unpublished Opinion of *Holmes v. Montgomery*,<sup>45</sup> from the Kentucky Court of Appeals in 2003, held “that a strip search for missing items of personalty was not reasonable and that a search under these circumstances constitutes a violation of a student’s Fourth Amendment rights.”<sup>46</sup> The missing property in the case was a pair of missing gym shorts.

Practical application of the case law will depend upon the facts. School officials, not including law enforcement officers, can now conduct a reasonable search if they meet the following tests: first, a school official – whether a teacher or administrator – must consider whether their action is justified at its inception. What is their articulable and reasonable suspicion, using their knowledge, training and experience, to believe that the student has violated a rule or law and that they will find evidence of this violation on the student, or in the student’s possessions or effects – such as a purse, backpack or student locker? And second, a school official must determine whether the search they wish to conduct is reasonably related in scope to the circumstances which justified their behavior in the first place.

What is searched, the location of the search, the intrusiveness of the search considering the age, sex, maturity, mental stability, as well as the nature of the suspected violation must be considered. The potential is that a warrantless search can be made on reasonable suspicion by a school official. The evidence must be reliable.

Law enforcement officers working within the public school system are still expected to have the knowledge and training concerning the Fourth Amendment considerations and to properly safeguard those protections.

Finally, for all college and university officials, college and university law enforcement officers, and local school officials, a search can be made with the consent of the party who is the object of the search.

For a consent search to be valid, the consent must be voluntary, and cannot be the result of coercion, undue influence or threat. A valid consent to search must be given without the threat of punishment. For example, a student who is told that if he must comply with a request to empty his pockets or face discipline cannot be said to have voluntarily consented to the search, even if he dutifully complies with the request.

The question of whether consent was voluntary is determined from the *totality of the circumstances*. Courts consider several factors, though no one factor is dispositive, in deciding whether consent was given voluntarily. These factors include whether the student was informed of the right to refuse to consent; the student’s age, intelligence, physical and mental condition; whether the student appeared to be under the influence of alcohol or other drugs when asked to give consent; the student’s prior experience with the police or school officials; the presence of a trusted adult; and the student’s cultural background.

The courts will also examine the nature and circumstances of the request for consent to search, including who made the request, whether the request was made in an inherently intimidating or coercive environment and whether physical or psychological coercive tactics were used.

Consent-to-search forms are a means by which law enforcement officers can show that the person giving consent was accurately advised of the rights that were being waived. It is encouraged that these same forms be used in a school setting to clearly spell out the student’s rights under the Fourth Amendment.

A student may, however, limit the scope of consent. If a student does so, the scope of the search is limited to the scope of the consent. For example, a student may consent to a search of a backpack, but may expressly withhold consent to search a purse. Similarly, a student may consent to search of a locker, but may expressly withhold consent to search any or all containers located in the locker.

School officials and law enforcement officers may not draw negative inferences from a limitation on the consent to search. For example, the refusal to give consent to search a particular place or object may not be used as evidence to establish reasonable suspicion that the contraband being sought is concealed in the object for which consent to search has been withheld.

Earlier in this article you read, “Viewed another way, item (2) depends on ‘whether the government’s intrusion infringes upon the personal and societal values protected by the Fourth Amendment’” which covered the consideration of a person’s reasonable expectation of privacy. Given society’s mood and attitude after September 11, 2001, an evolution may be taking place concerning those areas that society is willing to recognize and provide a reasonable expectation of privacy for when they involve the college, university or local school officials and their properties.

#### (Endnotes)

- 1 United States Constitution, Amendment IV
- 2 Kentucky Constitution, Section 10
- 3 Katz v. United States , 88 S.Ct. 507 (1967)
- 4 Id at 516
- 5 Oliver v. United States , 104 S.Ct. 1735, 1743 (1984)
- 6 United States v. Jacobsen , 104 S.Ct. 1652 (1984)
- 7 Smyth v. Lubbers , 398 F.Supp. 777 (W.D. Mich. 1975)
- 8 Id at 786
- 9 Id at 788
- 10 Morale v. Grigel , 422 F. Supp. 988 (D.N.H. 1976)
- 11 Id at 997
- 12 Payton v. New York , 100 S.Ct. 1371 (1980)
- 13 Id at 1380
- 14 United States v. Place, 462 U.S. 696 (1983)
- 15 Id at 707
- 16 Kyllo v. U.S. , 121 S. Ct. 2038 (2001)
- 17 91 A.L.R. Fed. 226
- 18 107 S.Ct. 1492 (1987)
- 19 Id at 1497
- 20 Id at 1500
- 21 Id at 1501
- 22 Id at 1501
- 23 1 Fed.Appx. 317, (6th Cir. 2001)
- 24 Id at 323
- 25 Demaine v. Samuels , 29 Fed.Appx. 671, (2nd Cir. 2002)
- 26 O’Connor v. Ortega , 107 S.Ct. 1492 (1987)
- 27 Id at 1502
- 28 Right to Privacy in the workplace in the Information Age , Lloyd L. Rich, 1995
- 29 United States v. Slanina , 313 F.3d 891 (5th Cir. 2002)
- 30 18 U.S.C. § 2251 et seq. (1996)
- 31 O’Connor v. Ortega , 107 S.Ct. 1492 (1987)
- 32 New Jersey v. TLO , 105 S.Ct. 733 (1985)
- 33 Id at 743
- 34 Id at 743
- 35 Id at 742
- 36 Id at 734
- 37 In Interest of Isiah B , 500 N.W.2d 637 (1993)
- 38 Id at 644
- 39 Id at 643
- 40 Id at 650
- 41 Board Of Ed. Of Independent School Dist. No. 92 Of Pottawatomie Co. v. Earls , 122 S.Ct. 2559 (2002)
- 42 Id at 2564
- 43 Id at 2564
- 44 Id at 2565
- 45 Holmes v. Montgomery , 2003 WL 1786518 (Ky. App. 2003)
- 46 Id



# Fayette County Can Find 911 Cell-Phone Callers

## LEXINGTON FIRST IN STATE TO IMPLEMENT MOBILE CALL SYSTEM

*Delano R. Massey  
Herald-Leader Staff Writer*

Half of the 911 calls in Lexington come in from cell phones. Now it is easier for police dispatchers to find those callers.

Lexington recently became the first city in Kentucky to fully implement a program to better identify 911 calls made with cell phones in Fayette County.

"Before, it was just a needle in a hay stack," Fayette County 911 coordinator David Lucas said. He noted that the new program allows them to locate a caller to within 100 yards at least two-thirds of the time.

Depending on the type of cell phone, dispatchers can almost track a moving cellular call, Lucas said.

It was expensive getting to that point.

Lexington-Fayette Urban County Government spent about \$1.5 million to implement the system, Lucas said. About \$910,000 of that comes from a 70-cent monthly surcharge on all Kentucky cell-phone bills. The rest was paid out of Fayette County's general fund, Lucas said.

Over the last three years, the county bought and installed detailed, computerized mapping software, additional phone lines and computer upgrades.

After months of testing and research, the latest 911 system is now running in Lexington with six carriers -- Sprint, Nextel, Verizon, T-Mobile, AT&T and Cingular.

Here are some answers to questions about the system, from experts including Lucas, state wireless 911 coordinator John Patterson and representatives from cellular phone companies.

### In the past, what happened when cell users called 911?

Cell phones merely provided Lexington dispatchers with a mobile number. Location, however, was somewhat a mystery. Dispatchers were aware of what tower the cell phone's signal was using, but that would often leave a search area a few miles wide.

### What regulations are in place?

The Federal Communications Commission approved two types of location technology that wireless phone carriers are using. Nationally, about 200 million calls are made annually to emergency call centers, and the FCC reports that one-third of those are from cell phones.

By 2005, every state is required to fully implement the program that Lexington now has, called Wireless Phase II 911.

### Will it be difficult for some counties?

The National Emergency Number Association, a national association of professionals who run the 911 system, reported in January that less than 20 percent of call centers in the nation have the ability to identify the number and locate the cellular call even with one carrier. There are 400 counties that have no service at all, and some just have someone answering the phone.

### How does it work?

Carriers use one of two types of location technology. On some handsets, a Global Positioning System chip sends coordinates to a call center that are plotted on computerized maps. In 15 seconds, a call can be pinpointed within 50 yards.

With Triangulation Technology, also known as time difference of arrival, a signal bounces from the phone to cell towers that are equipped with location technology. The signal of the cell phone is timed as it bounces from tower to tower. It calculates the time of arrival, making it possible to track location. It is accurate only to about 100 yards.

### How effective is it?

Any time you depend on technology, there's a risk of failure. It will be a long time before 911 location technology is as accurate as land-line systems. A wireless telephone is essentially a radio, and the best location that 911 dispatchers can get is a latitude and longitude, which is not the same as a street address.

If police can locate someone within 100 meters or a 50-meter radius, that's a big circle, Patterson said. He said it would be like being in the middle of an open football field, but it would be much more difficult if that circle were in downtown Lexington.

Patterson gave this example: If a battered woman calls and sets her phone down, how will police know what house to go to? What if it's an apartment complex? You just can't go pounding on doors. Location is the most important piece of information in a 911 call. Callers should always be prepared to give their location to the 911 center dispatcher.

### Which system do local carriers offer?

AT&T, T-Mobile and Cingular operate on the triangulation system. Sprint, Nextel and Verizon Wireless have installed GPS

chips in their newer phones. Regardless, the new system will enable dispatchers to locate wireless calls more effectively with all cell phones.

### Which system is better?

Both systems have to meet accuracy requirements that have been approved by the FCC.

Lucas said GPS sends the coordinates slower, but it is 10 times more accurate than triangulation. Carriers, however, do not think their systems have deficiencies.

Current Sprint phones as well as phones that were sold beginning in October 2001 have the chips installed in them, said Kristin Wallace, a spokesman for Sprint.

"The GPS chip is just the most accurate way to find a 911 caller," Wallace said. "If someone was trapped inside a building, you could locate them within 50 meters."

Wallace conceded that dispatchers receive information about 15 seconds slower.

Meanwhile, Cingular spokesman Calie Shackelford said triangulation appeared to be the most convenient choice for Cingular customers.

"In our minds, the triangulation works quite well," Shackelford said. "As long as a customer's phone has service, it's compatible. It doesn't matter if your phone is 20 years old."

Lucas said it also does not matter whether cell phones have the chip or use the network, because the 911 equipment will still allow dispatchers to identify and locate the caller.

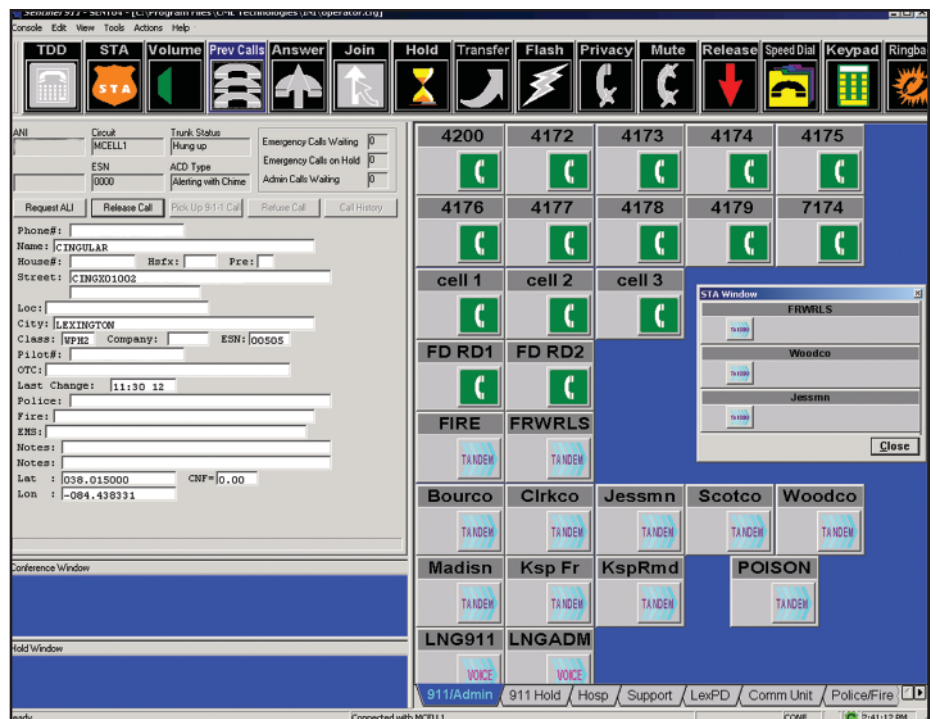
### Is this technology available for personal use?

Most companies use location technology for emergency use.

Third-party location technology has become available. This has sparked an interest with parents who want to keep tabs on their children. It is also used by construction companies and other businesses to keep track of employees. But those are commercial services, none of which have ties to 911 centers.

Sprint phones, which offer the GPS chip, have an option to turn the location device off. You might be able to hide from third-party location technology, but you cannot conceal your location from 911 centers (most people who call 911 want to be found anyway).

Nextel offers an Internet-based mobile location program with some of its newer phones. Customers can log on to the internet to reach a mapping device that can trail other Nextel phones.



*This screen is what Lexington telecommunicators see when they receive a 911 call from a cellular phone. Lexington was the first city in Kentucky to fully implement Wireless Phase II 911, a program that helps identify the location of 911 calls received from cellular phones.*

### Why was Fayette County the first county to fully implement this new system?

It's a function of all of the carriers' readiness coinciding with the 911 system. It's a big effort, and every state in the nation is making the effort. By July 1, all counties will be ready to receive and use the location data.

Lexington is the first to have it running with all six carriers. Jefferson County started before anyone, but the system had some problems. Tennessee is the only state that has completed it in every county.

### What other counties have started to make the switch?

They include Boone, Boyd, Clark, Jefferson, Rowan and Woodford.

### What is in the future?

This is an evolving, growing technology. When Fayette County is finished building the program in 2005, it will continue to pay for maintaining the systems. It will cost less than \$500,000 a year to keep the equipment working and to keep the maps current in Fayette County.

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# TECH

## Law Enforcement Support

### San Francisco Police to Put Crime Mapping System on Web

*San Francisco Chronicle (11/24/03) P. E1; Kirby, Carrie*

San Francisco is implementing a system from the software company ESRI that will enable it to map criminal hotspots around the city's neighborhood and make this information available to police, and eventually to the public, via personal computers. Users will be able to display the data according to a variety of factors, such as type of crime, neighborhood and time period. The system will be made available to the public through the Web sometime in the next few months, although police have not yet decided what level of detail to make available. This decision will have to take into account such possibilities as criminals using the system to find which neighborhoods have relatively little crime and thus may have relatively low police presence. Many cities across the United States have implemented some sort of crime mapping system in recent years, but San Francisco's is more robust than most, because it was able to get a \$1.5 million grant from the Department of Justice for community policing. Arrests will be available onscreen within 24 hours after the information is entered, and will later become viewable immediately afterward.

<http://www.sfgate.com/cgi-bin/article.cgi?file=/chronicle/archive/2003/11/24/BUGTA386251.DTL>

### Expert: Technology Can Help Rural Police

*El Paso Times (11/20/03) P. 4B; Borunda, Daniel*

The National Law Enforcement and Corrections Technology Center held a seminar in El Paso, Texas, for rural police agencies. T. Jeff Vining, executive director of the group's advisory council, says that technological tools are especially important in West Texas and southern New Mexico because the proximity of the Mexican border raises the potential of a terrorist being smuggled into the United States. Michael Czerwinsky, a commander with El Paso police, says that his department has received money to test video cameras for crime scene investigators from the National Law Enforcement and Corrections Technology Center. Among the technology discussed at the seminar was infrared systems, crime-trend computerized mapping and devices designed to find weapons of mass destruction.

<http://www.borderlandnews.com/stories/borderland/031120-46986.shtml>

### Elementary, Watson: Scan a Palm, Find a Clue

*New York Times (11/21/03) P. A1; Dewan, Shaila K.*

Because many of the prints found at crime scenes are from suspects' palms rather than their fingers, the New York Police Department this year began having prisoners place their entire hands over the scanner that captures their palm prints, rather than just their fingerprints. The department has collected 100,000 palm prints so far, and next month it will be able to do computerized matches of the prints in this database. So far, about 30 law enforcement agencies around the country have built their own palm databases, including the Los Angeles Metropolitan Area, Miami, Palm Beach, Philadelphia, and Indianapolis. Thus far, Indianapolis has come up with a match in 15 percent of its palm searches, according to statistics from its system vendor Identix. The FBI is also currently assessing three systems for potentially creating a national palm-print repository. Palm prints have been traditionally taken by ink, but palm-print databases is expected to increase matches exponentially. The Manhattan police academy has installed ILS2 palm scanners that walk officers through the print collection process, and alert them of bad prints. The New York Police Department will be one of the first to use an inkless scanner to record prints directly into the database, notes James Simon of the NYPD's Central Records Division.

<http://www.nytimes.com/2003/11/21/nyregion/21PALM.html>

### Automation Will Remove Human Error

*Topeka Capital Journal (11/18/03); Moon, Chris*

The Shawnee County Commission has final authority on the future of a proposed overhaul of the Shawnee County Jail's security system. Project supporters propose allocating \$1.5 million in capital improvement funds to replace the manual operation of the jail's video security system with automated functioning that employs a touch screen to show video and provide passage through doors. The current system requires control room employees to access video and camera shots, plus open and close doors for officers. The system will also display unclosed doors and identify malfunctions with more precision, as well as continuously record specific camera shots and archive activity taking place through specific doors. Control room employees are faced with the complex task of responding to multiple requests and monitoring 35 video screens and 320 security cameras. A central computer will control automation of the system.

[http://www.cjonline.com/stories/111803/loc\\_jail.shtml](http://www.cjonline.com/stories/111803/loc_jail.shtml)



## How to Investigate Cybercrime

*Police (11/03) Vol. 27, No. 11, P. 18; Griffith, David*

Cybercrime has become common, thanks to the Internet, and law enforcement agencies are employing cybercrime investigators to deal with it. Regular detectives can specialize in cybercrime, says Rockland County, N.Y., Sheriff's Department Detective Slomo Koenig, noting that it is easier for investigators to learn about technology than for techies to learn to investigate. "You have to have a thorough understanding of how the technology works," explains Foothill-DeAnza College District Police Sgt. Ronald Levine. "If an officer or deputy doesn't have computer skills, they're going to have to come up to speed and understand how the technology works before he or she can become an effective investigator." The first step in investigating an online fraud is finding the Internet protocol (IP) address of the defrauder, and possibly working with a company involved in the fraud to find the IP address of the Internet service provider used by the perpetrator. The provider keeps temporary records of what users do online, but speed is a factor; this data can be used to track the suspect, often into other jurisdictions. Suspects' computer equipment can be seized and turned over to computer forensic specialists--work that is sometimes outsourced due to costs and expertise requirements.

[http://www.policemag.com/t\\_cipick.cfm?rank=89182](http://www.policemag.com/t_cipick.cfm?rank=89182)

## Police Composites

*Columbus Dispatch (11/17/03) P. 1A; Fuddy, John*

Twelve billboards sporting the face of a serial rapist were put up in Columbus, Ohio, recently in order to assist local police in their search for the man, who is thought to have attacked 21 women over an 11-year period. "If we've got nothing else to go on, that's when we might release a composite," stated Lt. Dave Perkins, who oversees the Columbus detective bureau's crimes-against-persons division. One victim gave the description for the billboard composite, which was confirmed by other victims. The composite was drawn up by a detective employing a computer program, a method that is gaining popularity among law enforcement agencies throughout the United States, even though some officials do not believe that a computer can create a composite as well as a traditional forensic artist. Over the past six years, the Columbus police division has employed the composite software program COMPHOTOFIT, which possesses hundreds of photographic facial feature images that a witness goes over with a detective, who puts together the chosen features on a laptop computer screen. So far, Columbus police have gotten around 15 tips about the serial rapist as the result of the billboard composite.

<http://www.cd.columbus.oh.us>

## Chicagoland Law Enforcement Agencies Get New Suspect ID Technology

*Business Wire (11/20/03)*

Chicago area law enforcement agencies are now using a software program from IQ Biometrix to identify, track, and apprehend criminals. This system creates computer-generated composite drawings from a selection of facial features, hair styles, hats, scars and tattoos, among other identifying characteristics of a suspect. These composites can be quickly distributed within the law enforcement community in hard copies or a series of numbers, which correspond to the number of the selected features of the suspect. This training and technology is being provided by 7-Eleven Inc. and Cook County Crime Stoppers, in partnership with the Cook County Sheriff's Office. "We're pleased to help Chicago area investigators have access to the best possible tools and techniques to help fight crime in the Chicago metropolitan area," said Rick Fernandez, Loss Prevention Manager for 7-Eleven's Great Lakes Division. "Investigators have a tough challenge when a crime has been committed by an unknown perpetrator," said Lorenzo Clemons, director of Intergovernmental Relations for the Cook County Sheriff. "With this project, police can develop computerized composite images, distribute these images through police bulletins and public alerts, and get a positive identification that can lead to an arrest." <http://www.businesswire.com>



# Department Call

**Bowling Green  
Communications Center  
911 Kentucky Street  
Bowling Green, Ky. 42101  
(270)393-4470**



**County: Warren  
Current Force: 20 sworn; 15 full time,  
2 part time, 2 supervisors, 1 manager  
Coverage Area: Countywide jurisdiction  
Founded: 1823  
County Population: 93,232**



**Dispatch Manager Malissa Carter**

## Kentucky Law Enforcement News

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